

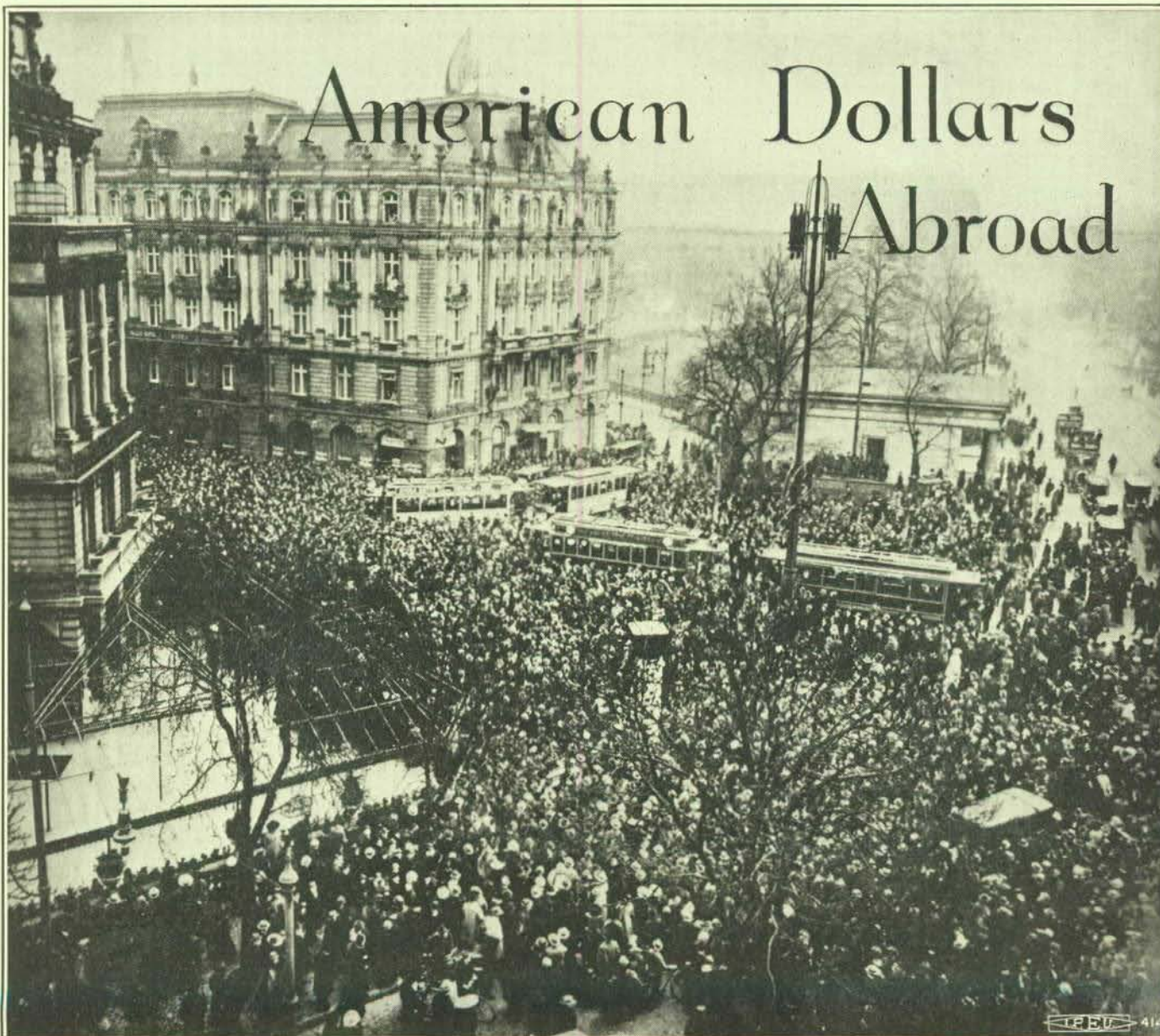
# The Journal of **ELECTRICAL WORKERS** AND OPERATORS

RECORDING · THE · ELECTRICAL · ERA

VOL. XXX

WASHINGTON, D. C., APRIL, 1931

NO. 4



American Dollars  
Abroad



# The Bargain No Wife Wants And For Which Every Wife Is Grateful



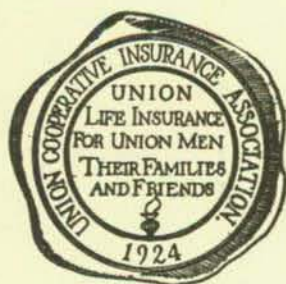
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**INTERNATIONAL**  
**ELECTRICAL WORKERS AND OPERATORS**  
PUBLISHED MONTHLY

G. M. BUGNIAZET, Editor, 1200 15th Street N. W., Washington, D. C.

This Journal will not be held responsible for views expressed by correspondents.

The first of each month is the closing date; all copy must be in our hand on or before.

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**Magazine Chat**

One of the satisfying facts about American painting is that it is beginning to record industrial scenes—the real America. The murals of Thomas Hart Benton are a case in point. These adorn the modern building of the New School for Social Research, New York City, a building which, in itself, strikes a new note in architecture.

Through the courtesy of the New School for Social Research this Journal is to reproduce certain of these murals. "City Building" appears in this issue. Benton has a philosophic grasp on American life that few artists have. He sees it in its entirety, and he sees it calmly, as it is.

We have also arranged with certain Washington artists to reproduce their best work. Last month we published "Sidetracked" by Lyons. This month we publish "Alley Angles" by Barrows. Both of them have merit.

It is a fact that the best industrial art in America has been reproduced in these pages. Max Kalish, Waldemar Rannus, Gerritt A. Beneker, and now Benton, record the solemn business of growing grain, mining ore, building houses, making men and saving lives in this commonwealth of ours, and where but in a labor journal should these chronicles appear?

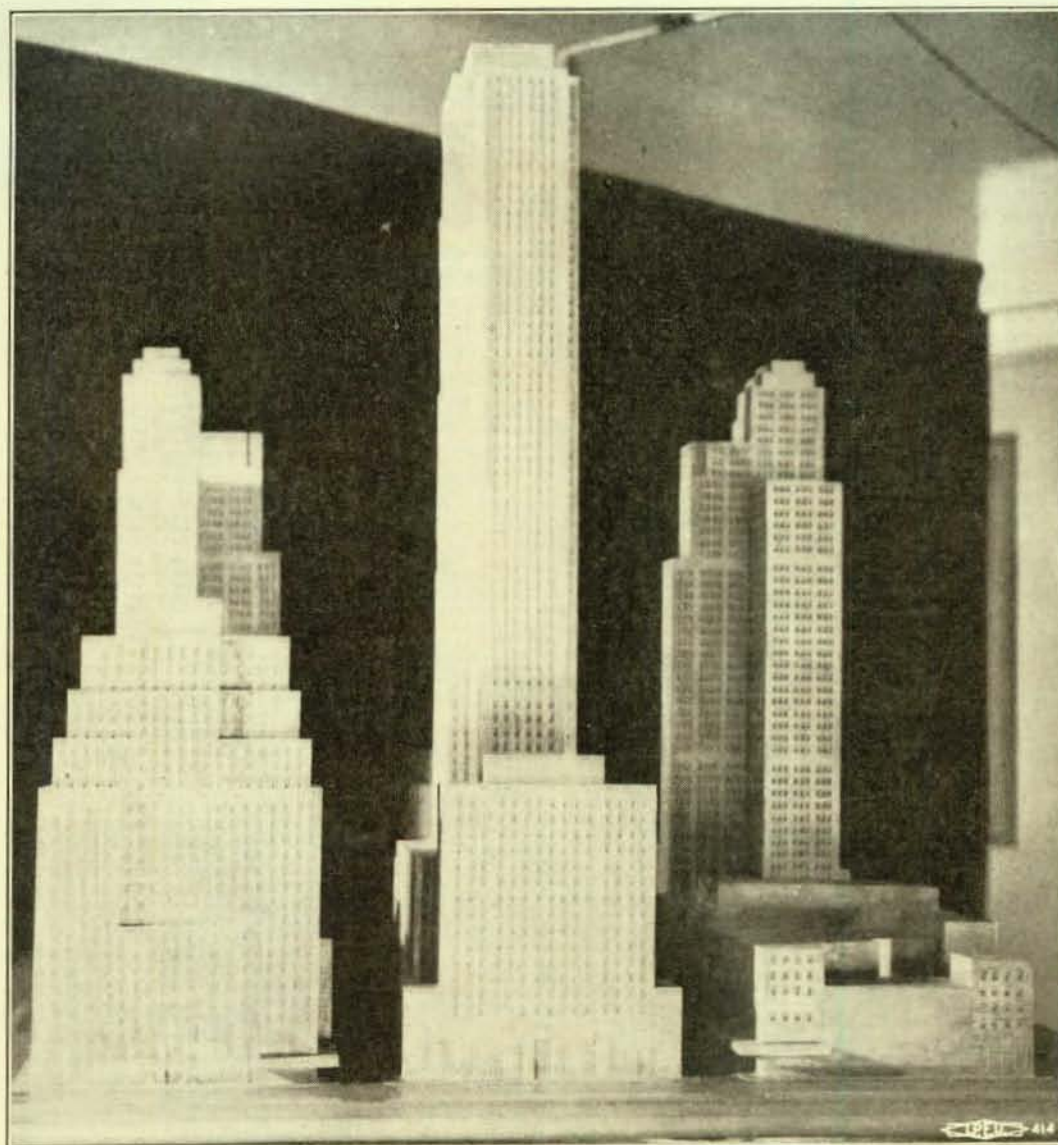
Mrs. J. C. Miller, Jr., of St. Louis, the wife of a member, believes that auxiliaries could aid mothers by establishing a day nursery, where young children could be safely left. She so writes.

Our list of private correspondents grow. There is something exciting about the coming of the mail man. Here's a letter from a corporation head who congratulated us because we were fair to an employer's point of view. Here's a letter from a labor leader, nationally known, who thanks us for a complimentary reference to his organization. After all, there could be a worse life than this. Selah!

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RADIO CITY

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Architect's model of the great new \$250,000,000 development in New York City. Perhaps more than anything since the 1929 crash indicates the scale of America's future. From this centre will stream, by television and radio, a new type of entertainment, and incidentally a new type of control of public opinion.





# THE JOURNAL OF ELECTRICAL WORKERS & OPERATORS

Official Publication of the International Brotherhood of Electrical Workers

Entered at Washington, D. C., as Second Class Matter Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized March 28, 1922

SINGLE COPIES, 20 CENTS

\$2.00 PER YEAR, IN ADVANCE



Vol. XXX

WASHINGTON, D. C., APRIL, 1931

No. 4

## 28 Billion American Dollars Abroad

THE problem of American investments abroad is still before the Senate of the United States. The report of the Secretary of Commerce to the Senate, filed late in the last session of Congress, which has just been published, leaves the problem in a state of inconclusive evidence. The report is entitled "American Branch Factories Abroad". It touches only upon a narrow and particular segment, namely, manufacturing. This is regarded, the report says, as representing only about one-tenth of American investments abroad, inasmuch as the amount fixed in the branch manufacturing field is \$1,535,000,000. This brings the total of American investments abroad to about \$15,000,000,000 which is short about \$2,000,000,000 of the sum set up by Mr. Max Winkler, an investment authority in this field, in co-operation with the American Foreign Policy Association. Accepting the figure of \$11,000,000,000 as the total of American loans, to foreign governments and private interests, the colossal sum of \$27,000,000,000 indicates the rich stake the American republic has in foreign nations—not only in Europe, but in every nation of the globe, save Russia.

The report of the Secretary of Commerce states directly that it was the protests of American labor which brought the whole question of American branch factories before the nation. This protest of American labor formed the basis of the Senate resolution, which called for the present report from the Secretary of Commerce. The subject of investigation is of such importance, says the Secretary of Commerce, that the Department of Commerce will "continue the collection of current information on the subject."

The report leaves much to be desired. It faces all the questions raised by the Senate resolution, and answers none of them conclusively. It contends that the questions are unanswerable at the present stage of development of American commerce. But neither does the report deny charges raised by labor here and abroad against present policies, and at times, when the fallacious logic of the report is discarded, damaging admissions are made. A summary of the report:

1. American branch factories are gaining from lower wage levels in foreign countries, though the claim is made that in some instances the wage scale has been raised, by Americans.

Vast sums invested in every land of the globe, in excess of war loans, with potential of harm abroad, and actual reaction upon markets at home. American labor—foreign labor—sharply affected. U. S. Department of Commerce report, not frank or conclusive, raises questions without answering them.

2. The report questions the right of the government to examine into the intimate details of business policy, though economic imperialism has provoked as many wars as military imperialism, and wars surely concern the men who are forced to fight them.

3. Mass production—an American discovery—is being carried into foreign countries, with modifications dictated by national idiosyncrasies.

### Ford's Foreign Profits

Speaking of profits of American Branch factories abroad, the following astounding paragraph is taken from the "Analytical Report on Ford Motor Company, Ltd., of England," compiled by M. J. Meehan & Co., 61 Broadway, New York:

"An excellent example of the possibilities for profit of Ford business in Europe is that of Ford Motor Company of Italy. No reports of Ford of Italy are available but a Milan dispatch to Financial Times, of London, stated that at annual meeting of stockholders in June, profits for 1929 of 8,390,000 were reported on its capital of 500,000 lire and that stockholders at that time decided to distribute a dividend made up of 1929 profits together with surplus carried over since 1923, the date of the establishment of the company, of 56,196,000 lire after the allocation of 50,000 to reserve. THIS DIVIDEND WAS EQUAL TO 11,239% ON THE STOCK."

4. Skilled labor is not recognized as an important factor in American manufacturing abroad "since the industries in which American producers are most likely to take the initiative are not based primarily on that type of labor". Note: This admission is in serious conflict with claims made in the United States that mass production does not debase labor.

5. A serious danger lies in the possibility that the "branch factory is likely to be used for supplying the American market, unless proper protective measures are adopted". But what protective measures have been adopted? None. This is one of the principal complaints of American labor. American money is exported to set up factories that exploit foreign labor, and then the cheaper goods are "dumped" at home to undersell American-made goods. Truly business knows no loyalties.

6. The report "believes" that the low wage factor abroad is not important, because (note the logic) the branch factory product "sells for at least the same price as the American product in the domestic market, and in some conspicuous instances at a considerably enhanced price". Inasmuch as the Department of Commerce does not believe it should inquire into the intimate question of profits—this fact proves nothing. It is likely that profits are greater abroad than at home.

7. Real danger lies in the likelihood that "sooner or later our domestic industry would be restricted largely to supplying the domestic market with finished products and (for a time, at least) the foreign branch plants, with equipment and parts".

It admits "The dividends to stockholders and the demand for American technical men to run the foreign plants would not offset the disadvantage resulting from the decreased domestic demand for labor and construction and then from the relative lessening of activity in the industrial centers of the



United States". In short, how far is economic imperialism accomplishing present day unemployment?

8. The report stresses this point. It shows that an effort was made to place a tariff upon American products made abroad when imported back home, but that that measure failed. That the measure failed in Congress is given as proof that the danger does not exist. That it failed in the Grundy Tariff session is proof that it does exist.

9. The report fails to present figures to show that our exports have fallen off because of the competition of our factories abroad.

10. In every country a vigorous sentiment against American economic imperialism has arisen, the report admits, but it is inclined to minimize this. "There is a certain attitude of reserve on the part of organized labor, in some European countries, due largely to a certain suspicion of American efficiency methods". "Reserve" is a good word.

The figures presented by Dr. Max Winkler, vice president, Bertron Griscom & Co., Inc., for the Foreign Policy Association, are generally accepted as conclusive. He says:

"Making proper allowance for bond redemptions, sinking-fund operations and repatriations of American foreign investments, our total stake abroad, at the beginning of 1931, amounted to \$17,528,254,000, as compared with \$16,604,052,000 at the beginning of 1930, and with \$2,625,000,000 at the beginning of 1914."

It is impossible to list all of the large holdings of American corporations in foreign countries; some of the largest are as follows:

#### Europe, Exception Germany

European Electric Corporation ..... \$12,900,000

Ford Holding Co. (Luxemburg) .....	13,348,800
Ford Motor Co. of Italy .....	20,940,000
General Italian Edison Electric Corporation .....	6,160,000
International Telephone & Telegraph .....	50,000,000
Royal Dutch Co. ....	40,000,000
Rumanian Telephone Co. ....	2,000,000
Spain (Cia. Telefonica Nacional) .....	10,000,000
Standard Franco-American .....	2,688,000

#### Germany

German General Electric .....	\$12,500,000
Rhine-Westphalia Power .....	20,000,000
Saxon Public Works .....	10,000,000
Siemens-Halske .....	32,655,000
United Electric Co. of Westphalia .....	7,500,000

#### Canada

Bell Telephone Co. of Canada .....	\$75,000,000
Canadian Pacific .....	25,000,000
Famous Players Canadian Corporation .....	20,000,000

#### South America

Electric Bond & Share Co. ....	\$18,300,000
International Telephone & Telegraph .....	36,618,650

#### Central America, Including Cuba, Mexico and West Indies

Caribbean Oil Co. ....	\$20,000,000
Los Mochis Sugar Co. ....	15,000,000
Mexican Oil & Coal Co. ....	15,000,000

Public utilities represent a most interesting aspect of our economic imperialism. They are carrying modern methods of management, but often carry reactionary labor policies as in Cuba. The Index, bulletin of the New York Trust Company (January, 1931), frankly describes some of the practices:

"A number of causes have contributed

to the surprising growth of American foreign utility interests. Chief of these is the fact that public utilities in the United States have already been highly developed and grouped into large units through giant holding companies, and the experience which American electrical engineers and financiers have had in this country has enabled them to give leadership abroad. In addition, investors who have participated in the domestic development have been well satisfied with the results and, consequently, are abroad. [Note: the stress of profit motive.]

#### "Important Holdings

"American participation in foreign utility development takes various forms. In cases where the American investor merely stands in the relation of a creditor to a foreign utility, or holds only a minority stock interest, the management usually remains in the hands of the organizers of the company. A more delicate situation exists when American capital secures actual control of a company. In such instances, it has been the practice of most United States bankers to supply general oversight and engineering experience, while leaving the actual management to citizens of the country involved. This consideration of national sensibilities has been appreciated by countries where American utilities operate.

"Another important factor in the foreign public utility field, especially in Germany, is the Public Utility Holding Corporation, sponsored by Harris Forbes-American Founders interests. It has joined with the Deutsche Bank and Disconto-Gesellschaft in acquiring securities convertible into a half interest in the voting stock of the Westphalia United Electric Power Corporation, one of the largest companies on the continent. The American holding corporation also has a substantial minority interest in the Compagnie Grand Ducale D'Electricité Du Luxembourg, and, with its

### EXPORTS OF AMERICAN PRODUCTS INVOLVED IN THE BRANCH-FACTORY MOVEMENT

Exports for the period 1910-1929

Commodity	[Thousands of dollars]		1926	1927	1928	1929
	1910-1914 (average)	1921-1925 (average)				
Automobiles, parts, and accessories .....	24,142	177,164	320,179	388,528	500,117	539,298
Passenger cars and trucks .....	*26,293	112,504	223,608	278,089	354,936	345,727
Parts for assembly .....	(†)	‡ 43,731	38,535	41,295	62,421	107,673
Medicinal and pharmaceutical preparations .....	6,801	16,061	19,677	20,103	20,522	21,283
Soap and toilet preparations .....	5,941	15,505	17,069	17,170	15,723	16,061
Electrical machinery and apparatus .....	20,856	69,475	85,358	86,150	90,780	121,357
Agricultural machinery and implements .....	40,466	51,913	85,499	90,747	116,651	140,801
Industrial machinery .....	78,553	166,525	178,604	200,113	224,804	277,765
Office appliances .....	15,024	23,466	36,311	44,094	48,469	53,754
Hardware (including radiators and plumbing supplies) .....	7,115	10,499	10,454	9,959	11,506	13,843
Hardware .....	6,474	8,495	8,825	7,820	8,501	9,830
House-heating boilers, oil burners, and radiators .....	427	815	392	902	1,696	2,577
Plumbing supplies .....	*748	1,189	1,237	1,237	1,309	1,436
Photographic and projection goods .....	7,984	17,802	19,419	19,812	21,476	31,566

\* Average for years 1913 and 1914.

† Not shown separately.

‡ Average for 1924 and 1925. Not shown separately in earlier years.

(Figures from U. S. Department of Commerce.)



French associates, controls the Union Electrique Rurale, a company which operates in well diversified communities of France and certain of its colonies.

"American participation in German utilities has been increased by the recent purchase by the General Electric Company of the United States, through a subsidiary, of a large stock interest in the General Electric Company of Germany. This company, in turn, a short time ago, participated with International Telephone and Telegraph Company in forming Standard Elektrizitaets A. G., to group certain small electric power companies.

"Further interests in Germany were established this year when the General Electric Company of the United States, through the International General Electric Company, purchased the major part of an issue of participating debentures of Siemens and Halske Company, an important German manufacturer of electrical machinery. Between the subsidiaries of the International Standard Electric Company and the stockholdings of the American General Electric Company, there is scarcely an important electrical manufacturer in Germany that is not financially linked with this country. [Query: who won the war?]

"In England, the influence of the United States is felt in the Utilities Power and Light Corporation, which formed the Greater London and Counties Trust, Ltd., controlling nine large electric companies operating in various industrial and residential sections of England, including areas in and surrounding Greater London.

"A somewhat smaller company financed in the United States, active in South America, is the Intercontinents Power Company, organized two years ago, which, through subsidiaries, supplies light and power to 112 cities in Argentina, Brazil, and Chile.

"Development of the Italian public utility industry has given rise to a holding company, Italian Superpower, sponsored by the Bonbright-Field-Glore group of bankers, which holds substantial interests, but in no case a majority of the stock, in many of the important electric power and light companies and the chief telephone company of Italy. American citizens also have important interests in the International Power Securities Corporation, which was formed to acquire selected securities of public utility companies, many of which are concentrated in Italy.



GRAND PALAIS, PARIS

This Edifice Has Housed Many Labor Meetings.

"Canada also has attracted a considerable amount of capital from the United States to develop its public utility services. Among the larger American companies operating in Canada at the present time are the International Hydro-Electric System, the International Paper and Power Company in the eastern part of the country, the Associated Gas and Electric Company, chiefly in Nova Scotia, and the American Commonwealths Power Company in western Canada.

"The power and light companies of Japan have made unusually rapid progress in recent years. Out of many small units five super-power systems have been evolved and, from time to time, these companies have raised funds in the New York money market to finance further expansion. However, notwithstanding the fact that several large bond issues have been marketed in this country for Japanese utilities, by far the greater part of their invested capital has been secured in Japan itself.

"In a number of instances, particularly in the European countries, American capital will probably always be restricted to a minority interest because of unwillingness on the part of the original owners to lose control to foreign elements. In addition, many nations have enacted legislation calling for the recapture by

the state of utility companies after a limited period, or have placed time limits on charters and franchises."

### Does Lightning Scatter Poison?

That lightning may strike dead by some mysterious ray or poison as well as by the electric stroke itself was suggested by M. E. Mathias, well-known French student of lightning effects, before a recent meeting of the Academy of Sciences in Paris. When lightning has struck a tree in a forest, M. Mathias argued, observers who see the spot afterward often report that leaves or branches of nearby trees and other plants are dead, as though blasted by extreme heat or by some other mysterious power. This is quite distinct from the effects of lightning itself in splitting tree trunks or in setting things on fire. Furthermore, this belt of death surrounding the spot where a lightning flash has struck is too broad to be blamed on the direct effects of the lightning. Two theories are possible. One is that the intense wave of light or of ultraviolet rays which accompanies the flash is powerful enough to kill the living leaves, just as to be too near such a flash when it strikes may blind temporarily the eyes of a human victim. The other possibility is that lightning creates in the surrounding air some unknown chemical which is a poison. In previous reports M. Mathias has suggested that lightning sometimes produces in the air an unknown explosive substance probably responsible for "ball lightning" and some other mysterious effects. Perhaps some chemical of this kind forms the imagined "lightning poison". Possibly this explains, too, the occasional instances of persons who die by lightning without the bodies showing any sign of electric shock.

The character and qualifications of the leader are reflected in the men he selects, develops and gathers around him. Show me the leader and I will know his men. Show me the men and I will know their leader. Therefore, to have loyal, efficient employees—be a loyal and efficient employer. —Arthur W. Newcomb.

### AMERICA'S FOREIGN INVESTMENTS

Region	(In thousands of dollars)		
	Jan. 1, 1931	Jan. 1, 1930	Jan. 1, 1914
Europe .....	\$5,607,332	\$5,107,495	\$350,000
Canada .....	4,436,011	4,389,000	750,000
South America .....	3,013,935	2,785,825	100,000
Central America* .....	2,985,135	2,936,510	1,200,000
Australasia .....	995,051	925,837	175,000
Miscellaneous .....	490,790	459,385	50,000
	\$17,528,254	\$16,604,052	\$2,625,000

\* Includes Cuba, Mexico and West Indies.

(Note: Above figures in thousands of dollars.)



## COMMENT

By

PRESIDENT BROACH

WE hear men say: "That fellow isn't consistent." Well, suppose he isn't. In a world of changing conditions—conflicting evidence, hearsay and bunk—the "consistent" man has a closed mind or he is fooling himself and others. You can't be "consistent" if you honestly try to reach sound conclusions from known facts—and if you refuse to pretend. Emerson was right: "Consistency is the hobgoblin of little minds."

We must take this position:

"Conditions vary so greatly throughout our jurisdiction that we cannot establish a hard and fast rule on most questions to fit all cases. Though we have policies, these must be general—because invariably we encounter a particular situation some place where the policy can not be applied with justification or good sense. That's why we must be free at all times to use good sense. That's why our laws were made flexible."

After all, isn't this the practice of intelligence? Children must have hard and fast rules—but intelligent, practical men must make their rules as they go along.

A Vice President asked he be told of any mistakes. All men make them. The important thing is how a man acts afterwards. An experienced, intelligent man once said:

"He is not wise who makes no mistakes. There are not and cannot be such men. He is wise who makes mistakes and who is able to correct them easily and quickly."

A financier recently said:

"Nothing in Wall Street impressed me more than the perfectly stupendous mistakes that are made by even the very smartest men."

Perhaps the most serious, biggest mistake a man can make in life, is to worry about his mistakes.

Don't go west. Stay away from Boulder Dam. The contract for the permanent electrical work will not be let for two years. The place is greatly overcrowded. There are no jobs. Conditions are deplorable. Publicity has added to the suffering.

Small unions are NOT being neglected. Our records tell the true story. At least 90% of the time of officers, representatives and organizers is given to small local unions. Rarely do the large ones need International men. They manage themselves. This has been true for many years, with few exceptions. We have made numerous changes in personnel. The trouble is: Our staff is so small that it's impossible to properly cover all points in 48 States and Canada.

Gloom, like disease, is contagious. It hits families, causes friends to quarrel. It blinds many. Unemployment is much like a toothache. It has also upset many friendly employers, made them nervous and "growlly". While not feeling the pinch of hunger, they are restless—some even morose—under the whip of continued depression. There's no substitute for a job—even for the boss.

Minorities have rights—but so do majorities. Some people think that minorities are never wrong. A member writes:

"The chief complaint here now is that no longer can a few disgruntled members start a revolution at a local union meeting. It seems there is too much discipline to suit the chronic kicker and gas bag."

We decline to go along with the mob. We don't want to be "smart", discourteous or offensive—but we are willing to step on any corn that needs stepping on. We do not worry about how



the narrow, shortminded reader feels. We want no readers except those who want us to be honest with ourselves and with them.

We have a definite job to perform. That job is to create an intelligent, responsible, vigorous, business-like organization. It's not our job to say soft, sweet things. That must be left to the apologists, the vote-getters and bunk-shooters. We're not competing with the Saturday Evening Post or a Sunday School weekly. This is a labor magazine.

We have no time to write sweetly dressed stories—no time to play with pretty words or phrases. We're trying to get men to understand and to think—to stop blowing off and showing off—to be self-respecting, self-reliant, to see ahead, go ahead, to throw off their mental blinders.

We feel the strongest, clearest language should be used—for there's so much error and folly. We need live, clear English. We like words that leave no doubt as to what men think or mean. We like new words for new situations. We must say a thing the easiest, shortest way if we are to be understood.

Some men seem to worship fine, fancy, high-flown words—words that have many meanings. Some would probably croak if they couldn't say or write a thing the hardest, longest, most confusing way. We just heard one use phrases that would make a donkey bray. It reminded me of:

"Don't you think," said the new partner, "that you ought to brush up a bit on your correspondence? Use big words; they lend dignity to your letters."

"Perhaps you're right," admitted the other, "but while eschewing mediocrity of expression through platitudinous phraseology, it behooves one to beware of ponderosity, and to be mindful that pedantry, being indicative of an inherent megalomania, frustrates its own aim and results merely in obnubilation."

We detest the rigid, lifeless, time-killing rules of grammar. They are dry, dusty and dizzy. They rob men of personality, make them stiff and cagey.

Our job is to be understood. If a thing is rotten, then, if sense permits, it should be called "rotten"—not putrid, putrescent, carious, fetid or malodorous. If a man is a quack, then, if sense allows, he should be called a "quack"—not charlatan or mountebank.

Lincoln didn't use ironclad rules or big words. He didn't think of nice, pretty things to say—but of the practical, sensible thing to say and the supreme need of making his hearers and readers understand. You can't fool practical, sensible people—but you can disgust them.

A union employer, of many years, writes:

"I felt encouraged after reading your February Journal. You men realize if your members are to have work, conditions that restrict union employers must be corrected.

"We just figured against non-union shops on a state job 12 miles from here. We lost it by \$2,000—because \$2,500 was figured for traveling time. Had we secured this job, it would have kept your men busy for nearly a year. Such rules have resulted in thousands of dollars lost business to ourselves and the workers."

We repeat: How blind some unions are. They enforce rules which drive them off jobs. They are in a highly competitive market—and can go only so far at a time. When rules are imposed on union employers which handicap them in securing work, our members always suffer. We are correcting such conditions wherever brought to our attention.

*H. H. Broach*

(SEE NEXT PAGE)



## CODDLING APPRENTICES

THIS is distasteful to say—but quite important and necessary: Generally there has been too much coddling of apprentices—too much sentiment—too much politics—too much playing to the crowd.

All this is shown in agreements coming here for approval. Some provide a wage of 10 cents an hour between the journeyman and the fourth year apprentice. One provided for an "eighth year apprentice". All such unsound, unwise provisions are being eliminated or corrected by this office.

Wages for apprentices, in most cases, are too high. This evil tendency must be checked at once. It's an improper load on our industry. It's an injustice to the apprentice and the journeymen. The employers are equally to blame. Great harm has been done this organization and our industry. Here are our reasons:

1. Sentiment shouldn't enter the matter. We must first think of men with families—of our industry and what's best for the organization.

2. We find, in most cases, the boys turned out by the various schools, to the boys' detriment, have proved a liability to the industry. These poorly equipped boys are being turned out faster than ever. There's no place for them. They drift. Many come into this organization—and we must properly train them.

3. The higher the apprentice's wage, the more boys and men want to enter the business—and more trouble is caused this organization. The industry is already overcrowded and not properly organized.

4. The higher the apprentice's wage, the more trouble we have in getting a proper wage for journeymen. Journeymen usually have families and more responsibilities than apprentices and should be considered first.

5. Every apprentice is a possible "curb-stone contractor" and a competitor of the journeyman—and in many cases an unfair competitor.

6. The experiences of successful local unions show that the lower the apprentice's

wage, the better mechanic he becomes. The finer, higher type boys remain, while the weaker, fickle ones drop by the wayside. Those that remain become real mechanics and are better off in every way.

7. What our apprentices need most is not a high wage—but an intensive period of proper training and schooling. Our interests demand trained mechanics—not high-priced boys and men classified as apprentices.

My first statement to the membership, January, 1930, read: "Every member should be an excellent mechanic. Excuses must not be tolerated. We must strive more diligently to see that everyone learns what he needs to know, what he is paid to know. Our card must stand for exactly what it is supposed to stand for—the best possible guarantee of good, clean workmanship. This is the soundest structure on which to build."

Journeymen are made only after the sternest kind of training. Again I say:

"Technical knowledge is more vital and necessary in the electrical trade; it requires more time and study than in any other trade in the building industry. Few realize the tremendous importance of electricity. Few stop to think that hardly a single industry exists today which is not dependent in a large measure on this great force. Just before his death, Steinmetz, the Wizard of Schenectady, predicted that soon electricity would become as useful and common as running water. Edison agreed with him.

"Intensive technical training is absolutely necessary to become a really competent, full-fledged electrical worker. Our members are called upon to solve the most intricate problems, and to serve in positions of responsibility demanding technical knowledge and skill. In fact, they are in a large measure pursuing a profession. Ours is the only trade listed among the professions by the Government. It requires years of close application to master."

*H. H. Broach*



# Re-employment Viewed As World Problem

HOW, when, can thousands of jobless men throughout not only the United States, but throughout the world, be reabsorbed into industry? This is the principal question to be asked, surveyed and answered in part at the world conference to be held in Amsterdam, Holland, August 23-29. President H. H. Broach has been scheduled as a principal participant in the program. It is under the auspices of the International Industrial Relations Association, an international co-operative group numbering industrialists, labor leaders, economists and research men among its members.

The program as arranged thus far is as follows:

## The Present Paradox—Unemployment in the Midst of Economic Progress

"The Significance of World-Wide Unemployment."

Speaker: Dr. Max Lazard, Paris.

Discussion based on reports of fluctuations in employment and unemployment in various countries, 1910-1930 (Great Britain, France, Australia, U. S. A., Canada, U. S. S. R., China, Germany) printed and available in advance; by Dr. F. C. Benham, London School of Economics and Political Science, formerly lecturer in the University of Sydney, Australia; Dr. W. A. Berridge, Metropolitan Life Insurance Company, U. S. A., and member of Committee on Governmental Labor Statistics of the American Statistical Association; Dr. Susan M. Kingsbury and Dr. Mildred Fairchild, Bryn Mawr College, U. S. A.; Dr. L. K. Tao, Director, Institute of Social Research, and Dr. Franklin L. Ho, Nankai University, China; and Dr. Robert Wilbrandt, University of Tübingen, Germany.

"Recent Growth in the World's Productive Capacity."

Speaker: Dr. Otto Neurath, director Social Economic Museum, Vienna.

"The Problem of Planned Economy."

Speaker: Dr. Lewis Lorwin, Institute of Economics of the Brookings Institute, Washington, D. C., U. S. A.

"Principles and Practice of Scientific Management."

(1) As developed in the United States.

Speaker: Dr. H. S. Person, managing director of the Taylor Society, New York; formerly director of the Amos Tuck School of Administration and Finance, Dartmouth College, U. S. A.

(2) Aspects of the movement in Europe.

## Amsterdam Conference in August to examine question of stabilization. Is a problem in international adjustment.

Speaker: Hugo von Haan, International Management Institute, Geneva.

"Experience and Potentialities in International Economic Treaties."

Speaker: Prof. Joseph P. Chamberlain, Columbia University, New York.

"International Planning by Industries."

Speaker: Prof. M. J. Bonn, Berlin.

"Mass Distribution and Standards of Living."

Speaker: Edward A. Filene, William Filene's Sons' Company, Boston, U. S. A.

"International Agreement on Labor Standards."

Speaker: Albert Thomas, director, International Labor Organization of the League of Nations.

## Round Table Conference on the Workshop

Chairman: Prof. Goetz Briefs, Technische Hochschule, "Berlin

Building Human Relations For Labor's Participation in Economic Policy—Experience in the Electrical Industry of the United States and Canada."

Speaker: H. H. Broach, President, International Brotherhood of Electrical Workers, Washington, D. C., U. S. A.

The call for the conference says:

"Unemployment today is widespread throughout the world. Markets are restricted by lack of purchasing power. Yet productive capacity has been enhanced at an increasingly rapid rate by mechanization and the advance of technological invention. In a world of enlarged economic resources, employment is insecure and standards of living have not been raised or maintained in proportion to the increase in production. Maladjustment exists between economic capacity and buying power.

"In the present stage of economic life the task of achieving balance seems to demand international economic co-operation. Development of means of transport and communication is day by day establishing unit as the coming stage of economic evolution. The process is not yet complete. Some regions of the world remain largely self-sufficient. Others are more closely interdependent. But interdependence is rapidly taking the place of self-sufficiency. This constitutes the factual aspect of the subject."



NEW VOLKSHAUS, BREMEN, GERMANY



# Electric Work On Dam Two Years Distant

THE permanent electric work on Boulder Dam—a project which is expected to employ 1,000 electricians—was not included in the two contracts thus far let. This means that the power house work, and the lighting of the model city will be done under a separate contract, it was announced at the United States Department of the Interior. It is expected that this electrical construction contract will not be let until 1933.

The Southern Sierras Power Company of Riverside, Calif., is building a transmission line from Victorville to the dam site. It will erect a substation. It is claimed by government officials that the private firm could build the power line and supply power for construction more cheaply than the government could erect a temporary power plant at the river's side.

Only three firms bid on the preliminary work: The Six Companies, Inc., of San Francisco, lowest bidder; the Arundel Construction Corporation, of Baltimore; and the Woods Construction Company of Lincoln, Nebr. There was \$5,000,000 difference, all in one item, the cost of pouring concrete. What labor conditions will prevail under the Six Companies are not known, but government dams built by anti-union firms do not bear good reputations.

The specifications for the "Hoover Dam, Power Plant and Appurtenant Works" has this clause in it in regard to electrical work:

## "Electrical Installations

"168. Electrical Equipment, General.—Electrical conduit and fittings, conduit boxes, distribution cabinets where embedded in concrete, anchor bolts, and any other materials entering into the installation, but not in the nature of construction equipment and supplies, will be furnished by the Government under the provisions of paragraph 27. The contractor shall install all electrical equipment, as directed by the contracting officer, in a workmanlike manner and in accordance with the current National Electric Code Rules. In case of a conflict between the National Electric Code and these specifications, the specifications will govern. Payment for installing electrical equipment will be made to the contractor at the unit prices bid for the various items in the schedule, which unit prices shall include the cost of unloading, storing, handling, installing, painting, and maintaining in position and good condition until final acceptance by the Government. The contractor shall provide all necessary tools and equipment for performing the work. The Government will install all wiring, lighting fixtures, ball globes, lamp globes, transformers, and switch boards, and will make all electrical connections."

The last sentence in this paragraph, in reference to the government, was explained thus—the government reserves the right to reject all bids submitted for this work and to do its own electrical work direct. As far as we have learned

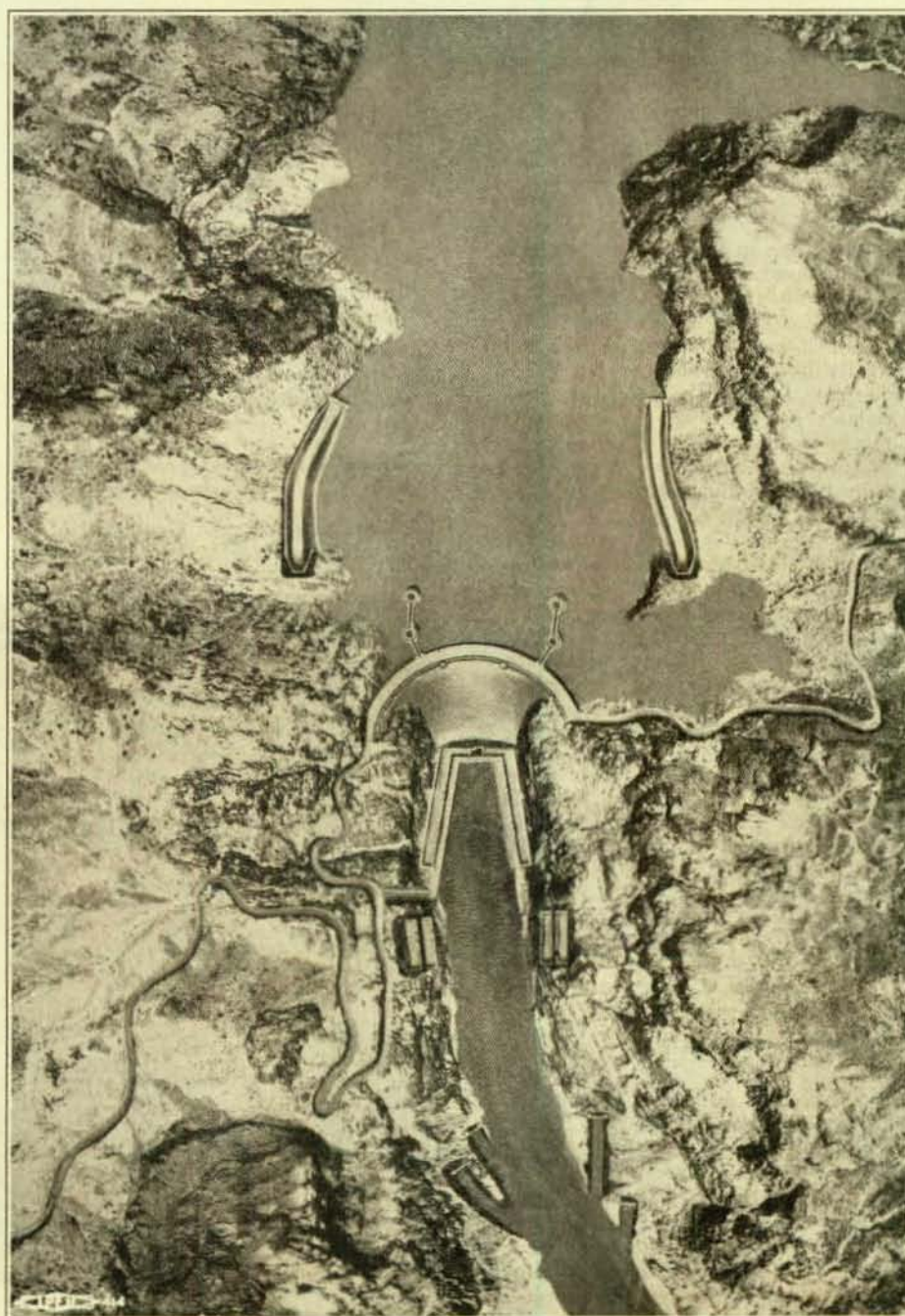
**Forty-nine million dollar contract let to Six Companies, Inc., of San Francisco, mostly for concrete and construction work. Temporary electric work included in contract with Southern Sierras Power Co. Both firms open shop.**

no other section of the work is protected by this particular reservation.

The preliminary bid of \$49,000,000

was for labor alone, the government furnishes all materials, as it intends to do for all the work. It is plain there is not much work at the dam at present for union electrical workers. We have been informed by Superintendent Blood, representing the United States Department of Labor at the Employment Office at Las Vegas, that he is swamped with applications. Only a few men have been placed, and these only in odd jobs. It seems that our people should be warned to stay away or keep in touch with this office.

(Continued on page 221)



U. S. Bureau of Reclamation

PHOTOGRAPHIC STUDY OF THE GREAT DAM AND ITS OUTLYING UNITS



# Jobless, Patient, While Business Waits Spark

THE major problem of the generation—a job for every man who wants to work—still remains the major problem. The "Annalist," conservative financial weekly, reported a few gains above the seasonal. These are the only signs of hope upon the horizon. The fact that the unemployed are entering the eighteenth month of agony, with all reserves gone, and the fact that many municipalities have exhausted their relief funds, cast deeper shadows through the present gloom.

The new figures on the unemployed issued by the U. S. Department of Commerce have attracted wide comment throughout the country. The figures for the unemployed now are placed at 8,000,000. This figure includes 6,050,000 persons without jobs, and 1,900,000 laid off without pay. This figure does not include the 10,000,000 estimated on good authority on part-time jobs. The seriousness of the present panic is revealed more by those on part time than by those who are totally unemployed.

**Some signs of pick-up beyond seasonal lift. But magnitude of depression is just being seen, as U. S. Department of Commerce gives out new unemployment figures. False optimism still rife.**

Severe criticism of past "doctored" reports from governmental sources has been expressed all over the land.

A bitter aspect of the present situation is the tendency toward wage cutting. This goes on despite pledges. It goes on in face of the best economic opinion. Prolongation of the depression is expected to follow wage-cuts.

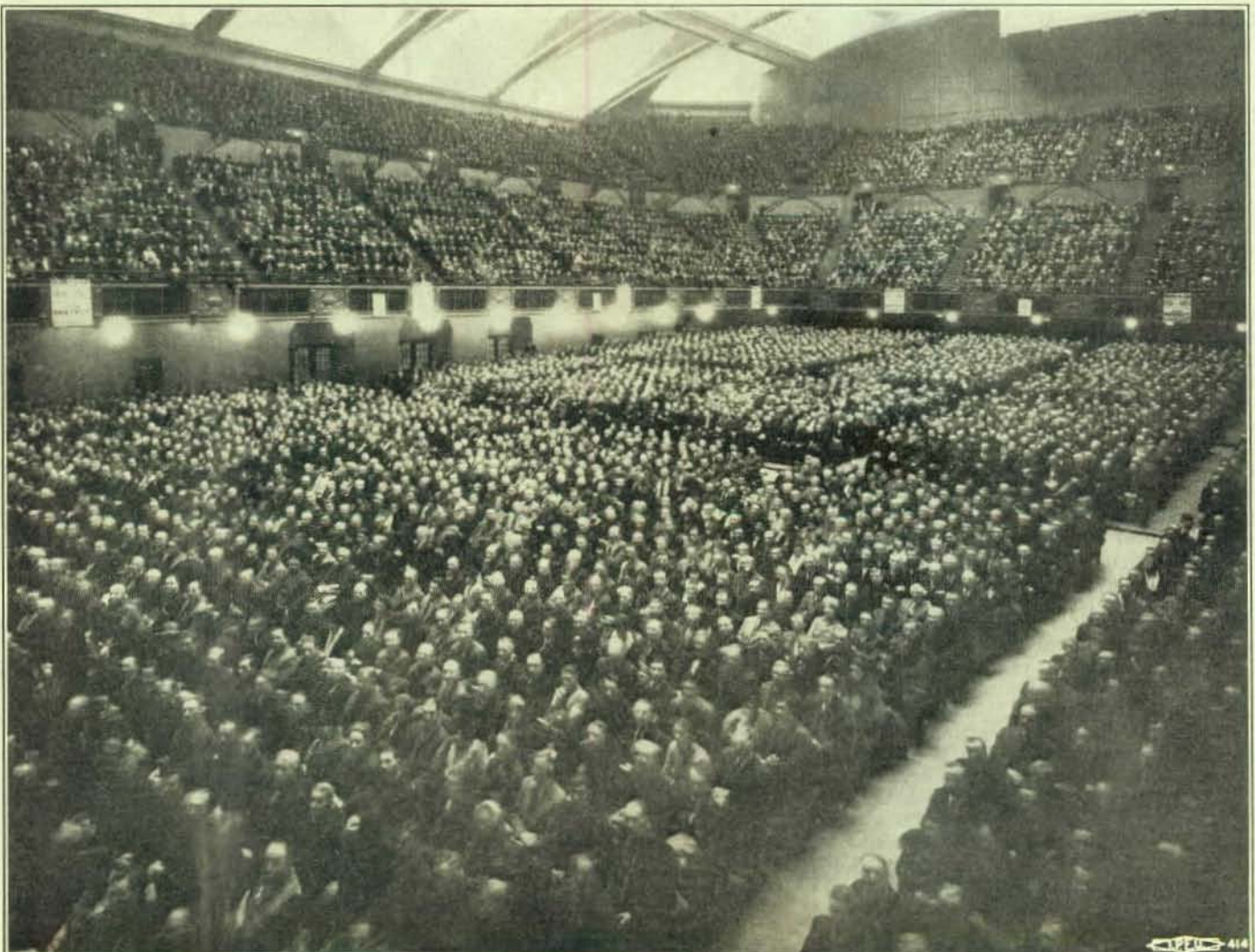
Certain sections of European labor have stressed the international character of unemployment. They advocate certain measures.

Public control of monopolies must extend over national boundaries so as

to include international monopolies. The international trusts must be controlled by an "international economic body to be set up by the League of Nations." It may be recalled in this connection that a group of Americans at the Peace Conference in 1919 urged the creation of a sort of international federal trade commission to promote fair practices in international competition.

On the financial side an interesting proposal is made that the workers should demand participation of representatives of the trade unions in the management of note-issuing banks inasmuch as national credit policies and the unequal distribution of gold throughout the world are factors in the depression. Labor should share in monetary and banking control, it is asserted. The world debts are a part of this financial picture. Payment must be made in goods and this is rendered difficult by high tariff policies of the creditor states. This in turn increases the tendency to-

(Continued on page 222)



PATIENT MULTITUDE

This Group of Jobless Men in the Minneapolis Auditorium Suggests the Awful Mass and Force of Our Unemployed.

Courtesy Minneapolis Labor Review.



# WBSO, Boston, Fine Union Exploit

By FRANK E. GRADE, L. U. No. 3

**I**N the latter part of September, one of the radio contractors (Mariners Radio Service) Class D men (radio men) of Local Union No. 3, signed a contract to construct a broadcast station destined to be installed near Boston. This is now operating as WBSO. Thus begins the story of what is believed to be the first 100 per cent union designed, built and installed commercial broadcast station. We attempt to give a brief glimpse of some of the problems met with in this class of work.

We begin with the plans, circuit, mechanical layout of parts, etc. Finally after lengthy discussions, these are submitted to the Federal Radio Commission for approval, then construction permits are issued, provided of course, that the plans are approved. Thereafter the actual construction begins.

Frames are ordered, duralumin panels (for shielding purpose), shelving and all of the numerous details, incidental to the preliminary construction are gone over. When all of our material is on hand, the actual assembly begins.

## Parasitic Currents

The various parts are laid out and the length of the connections checked over. Certain connections or leads must be kept short while various parts must none the less be kept as far apart as possible in order that their magnetic fields do not interlock and set up parasitic currents in other parts of the circuit or adjacent circuits, or parts.

In addition to these various problems, our transmitter must be kept as symmetrical as we can make it, in order that its general appearance may be kept as attractive as possible.

The transmitter is now completely assembled and wired here; at this point, one might imagine our job is finished. This, however, is not the case, for in reality we are now really about to begin. The circuit used in this transmitter is crystal controlled leniar amplifier with 100 per cent modulation.

Step by step we begin now and check over one stage after the other, until we have the transmitter working from its crystal oscillator to its power amplifier.

After all of this preliminary and touch up work, we are still a long way from the final completion. While all of the various stages of construction on the transmitter were progressing, we had part of our staff working on the speech input equipment. This comprised the power supply, the "mixer" the "8 c" amplifier (this is the only non-union unit in the entire station), the volume indicator, the monitor amplifier and the meter panel. After this was completed the transmitter and speech amplifier were shipped to Boston and from there to Wellesley Hills, where the actual installation was begun by Niles P. Robin-

**Believed to be first commercial broadcasting station to be designed, built and installed by members of the union. Indication that Brotherhood is controlling more and more radio work.**

son, a union contractor employing members of the Brotherhood.

## Programs Must Go On

The conduit layout generator room and control system was laid out by Brother Troutwein, of Local Union No. 3, and installed by members of Local Union No. 103, under the direction of Brother Desmond (Desperate). After the installation of the transmitter we must now begin weeding out the various

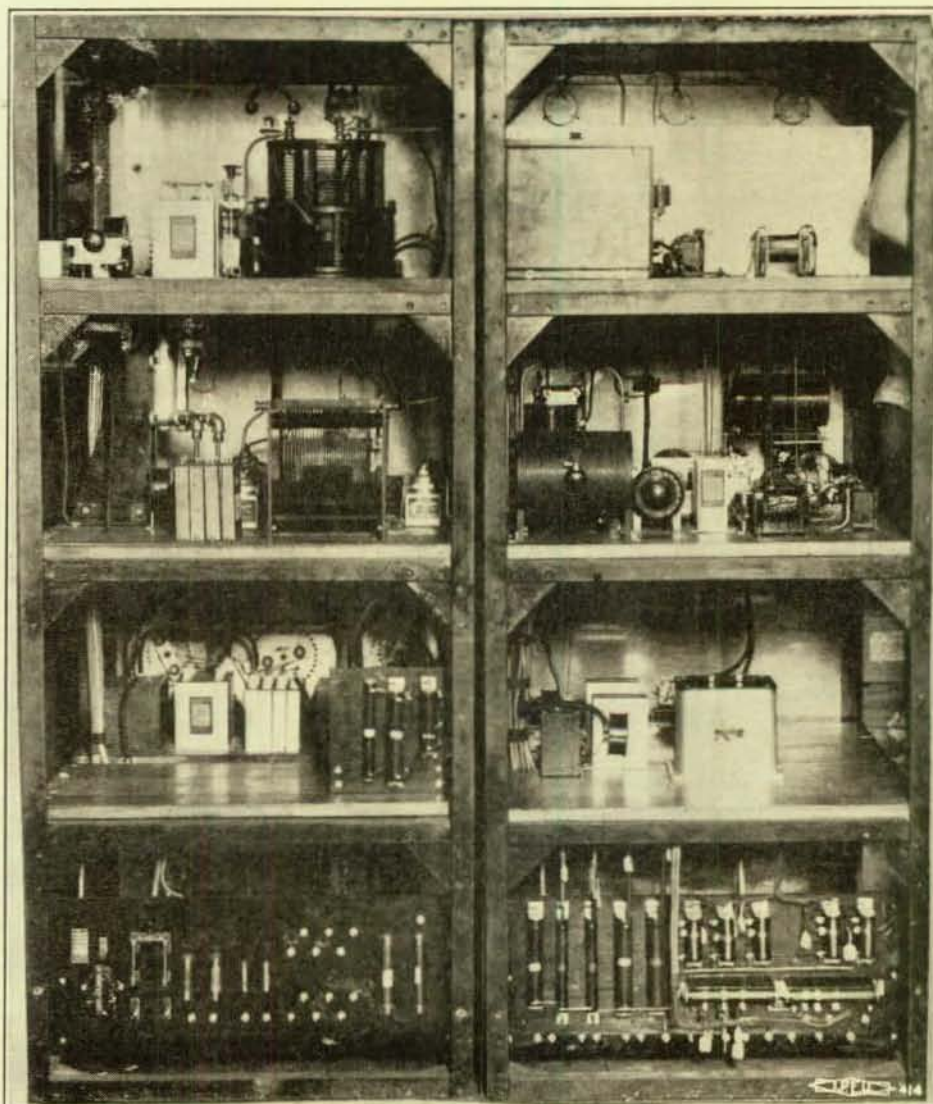
ills which become apparent, when we begin modulating the transmitter.

We can assure you that most of these troubles are numerous and varied; also difficult to find and rectify.

All of this testing is necessary and must be done after 1 a. m., so that the program you may be listening to on another station is not broken up and spoiled.

Practically all of this preliminary test work on the air is done through the medium of phonograph records. Finally after weeks of this continual check, and elimination, we rest, try again; then change over and over, stage by stage, until finally we have our station on the air and our headaches are about over, save for the occasional breakdowns which may occur from time to time.

God gave man an upright countenance to survey the Heavens, and to look upward to the stars.—Ovid.



REAR VIEW OF TRANSMITTER WITHOUT TUBES IN SOCKETS



# WTAX On Air, With Union Aid

By HERMAN R. ARMBRUSTER, L. U. No. 427

**T**HIS is Station WTAX, Springfield, Ill. It has been on the air since October 6, 1930. The Haenig Electric Company, of this city, installed this project. Our worthy president, Russell Hawkins, and crew did the job. Union labor did the work, and it will be operated by union men.

It is located on the 13th floor of the Abraham Lincoln Hotel. The 100-watt Class B transmitter was manufactured for the R. C. A. Victor Company by the General Electric Company.

**Springfield, Ill., has new modern radio station, broadcasting from Hotel Abraham Lincoln. All equipment was installed by radio crew of local union, and is union maintained.**

but warranted condenser microphones may be used even on outside broadcasts.

## Protection For Aeroplanes

The towers reach 85 feet above the roof of the hotel, and 220 feet above the street level. A red light is displayed from the top of each mast as a warning signal for aircraft from sundown to sunrise. The antenna is an inverted L, 90 feet in length and is worked against a counterpoise of the same length.

The studios are entirely insulated from the entire building structure with felt padding. This eliminates all foreign noise of any description, and makes it impossible for any foreign sound to be transmitted through the walls and picked up by the microphones.

The larger of the studios is equipped with a three-manual Wicks organ, a Kimball Grand piano; the smaller studio has a Baldwin piano.

The station is equipped with Western Electric 33 1-3 R. P. M. turn tables for broadcasting electrical transcriptions and a specially built 78-R. P. M. turn table for broadcasting phonograph records.

Program switching is accomplished by means of remotely controlled relays.

Speaker apparatus is located throughout the studios and observation rooms, to help follow the program continuity, and are fed from a power amplifier located in the transmitter room.

The station has been reported heard in 36 states and two Canadian provinces

during the short time that it has been on the air.

Local 427 is to have time on the air from this station in the near future; so keep your ears open and when you are fiddling with the dial of your radio and hear the announcer say this is Station WTAX, you may hear one of our members doing his stuff.

I am aware that many object to the severity of my language; but is there not cause for severity? I will be as harsh as Truth, and as uncompromising as Justice. On this subject I do not wish to think, or speak, or write, with moderation. No! No! Tell a man whose house is on fire to give a moderate alarm, tell him to moderately rescue his wife from the hands of the ravisher; tell the mother to gradually extricate her babe from the fire into which it has fallen—but urge me not to use moderation in a cause like the present. I am in earnest—I will not equivocate—I will not excuse—I will not retreat a single inch—and I will be heard. The apathy of the people is enough to make every statue leap from its pedestal and hasten the resurrection of the dead.—William Lloyd Garrison.



PART OF THE ELABORATE EQUIPMENT

It utilizes the same type of crystal control that is used by the five and 50-kilowatt stations, such as WENR.

The frequency assigned by the Radio Commission to WTAX is 1,210 kilocycles, and this transmitter easily maintains its frequency within 50 cycles, plus or minus, of this assignment.

Complete modulation of the carrier is achieved by low level modulation, and Class B amplification.

Six radio-frequency stages are used, employing tubes as follows: Crystal stage, one UX 210; buffer stage, one UX 865; first intermediate, one UX 865; second intermediate, one UX 865; modulated amplifier, two UX 210's; power amplifier, one UV 849.

The audio-frequency channel comprises two stages of amplification each using a UX 210 tube. The modulator bank employs four UX 842's in parallel.

The speech input equipment has a frequency response that does not vary more than one D. B. between 60 and 5,000 M. cycles.

Condenser microphones are used throughout, except for outside pickups,



HOTEL ABRAHAM LINCOLN SUPPORTS ANTENNAE OF WTAX



# WE REFUSE TO DESERT OUR CONVICTIONS

## WE WITHDRAW FROM THE BUILDING TRADES DEPARTMENT

THE Building Trades Department of the American Federation of Labor has finally decided to set up—with the general builders—the “Board of Trade Claims”, claiming to settle jurisdiction disputes. The Department wrote us:

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“You are informed that under the agreement all International Unions affiliated in the Building Trades Department must necessarily become signatories to the agreement.”

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There's no law or action of the Department—or of the A. F. of L.—requiring any organization to sign or be bound by any such agreement. It's a snare and we refuse to be caught in it. Our interests—and we believe those of the labor movement—demanded our withdrawal from the Department. This was fully considered and approved by our International Executive Council.

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The Building Trades movement is wedded to the path of least resistance—which always leads downward. This has greatly weakened our movement. It has destroyed many local Building Trades Councils. Only a very few worthwhile ones remain.

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The Executive Council of the Department, in January, issued instructions to local Councils to unseat those local unions whose national organizations are not affiliated with the Department. This was a big step

toward final destruction of the Department. Only a very few local Councils paid any attention to such instructions—and these few amount to little or nothing.

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We're not antagonistic to the Building Trades Department. We are friendly. We wanted to see it amount to something worthwhile. We wanted to see people respect it. We hoped to see all eligible organizations cemented in the Department—not torn apart—and so we are deeply sorry. We simply feel the Department—in desperation—acted indiscreetly and unwisely in submitting to the general builders—and we feel justified in avoiding the same pitfalls. Other International Unions take the same position as we. We are not willing to submerge our identity as a labor organization in the selfish, dangerous plans of builders.

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We do not feel we have more intelligence than the rest of the trades. But we do refuse to longer follow blind alleys that lead us up against stone walls. We refuse to provide general builders with a club to swing over union officials in determining union policies and actions, or jurisdiction of work.

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We refuse to turn over to general builders—as a joint affair—labor's own problem. We do not yet admit that labor does not have—within its own Councils—enough brains, courage, ability and judgment, to settle disputes which are purely our own.



We're convinced the plan offered by the builders will not settle jurisdiction disputes. It will not relieve International heads of their responsibilities. But we feel it will increase misunderstandings, jealousies and antagonism between the various trades.

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Jurisdiction disputes have been decreasing. Many have been settled by labor. Others will be settled when union heads will assume responsibility—when they really want peace and are actuated by honest, unselfish motives. But when they will not settle such disputes, when they will not pay any attention to decisions rendered by the Building Trades Department, and by the American Federation of Labor—or by the former National Board for Jurisdictional Awards—then we cannot see how the same union heads will respect and enforce decisions rendered by this new agency. It should be remembered that the builders were a part of the old National Board, which they helped to destroy.

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We proposed—at Atlantic City—that when two or more trades could not settle their differences, then they agree and bind themselves in advance—by sufficient bond, if necessary—to accept the decisions of the President of the Building Trades Department—or the decisions of the American Federation of Labor, or its Executive Council—or any other agency or individual in our own movement.

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We also proposed that if the union heads must have outsiders to try to settle their own disputes, then let them be honest about it and agree upon the selection of ONE MAN—all trades to furnish a bond to abide by his decisions—and place his salary in escrow for five years so that no one could ignore or dispose of him.

---

But if union heads won't do either of these, if they won't abide by such decisions, then how

can we expect the same men to act differently simply because a few builders are brought into the matter? This will certainly not make men more honest, more courageous, less selfish, nor change them and give us different types of labor officials. Union officials CANNOT escape their responsibilities under any plan.

---

We know the desperation of general contractors or builders. We know the ground they have lost in the building industry. They want to retain some control—though they do less than 20 per cent of the work on the building today—the rest being done by sub-contractors. They must protect themselves to remain in a position of the broker or middleman between the sub-contractors and the owner. They admit that their plan to “settle” jurisdiction disputes will bring a big increase in membership to the associations of builders. (See the Builders Record, published in Boston, for October, 1930.)

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It is now necessary to quote ourselves to emphasize our position, and our experiences, with builders and their associations. In this Journal, last November, when dealing with this whole question, we stated:

“We believe the decisions of the proposed Board of Trade Claims will not be observed by the builders, or general contractors, any more than they abided by the decisions of the Old National Board for Jurisdictional Awards. We cannot forget that the builders—more than anyone else—caused destruction of the old National Board [of which they were a part], because they refused to abide by its decisions, and even sought injunctions to aid them. We believe the past well proves that the associations of builders, or general contractors, will not and cannot force their members to abide by the decisions.”

“Should a question finally go to an umpire, and should his decision not please the builders on the Board—if they cannot force a statement of the question in line with their interests and desires—they can always veto action by blocking a decision of the Board. There's little or no use for an umpire under such circumstances. But the umpire provision does make the plan quite deceptive.”



"The plan provides a choice of three answers to the question of whether decisions of the Board of Trade Claims shall apply:

Article 14 — Yes

Article 16 — No

Article 17 — Perhaps

Under such an arrangement, it ought to be clear that our own or any other National or International organization could easily be torn to shreds."

"These provisions constitute a highly dangerous weapon in the hands of builders, or general contractors, to be used against any union or sub-contractor."

"We are unwilling to aid builders in any plan that will allow them to dictate what shall or shall not be done in an industry of which they are such a small part."

"Every labor official who knows anything about the selfishness of builders generally, knows how they have used non-union labor wherever they could; how they have awarded work to the lowest wage trade; how they have shopped among the sub-contractors for bids; how they have resorted to lies and deception in changing the figures on bids; how their tactics have driven many sub-contractors into bankruptcy; how they have forced sub-contractors to cut and trim the job to avoid bankruptcy—and how they have squeezed more money out of a job by evading safety ordinances, etc. There are a few exceptions, of course—but only a few."

"Our electrical employers have also had bitter experiences with associations of builders. They know of the attempts to club and punish them. They have ordered our employers to lock out our members on various occasions. They have ordered them to refuse to grant reasonable and humane demands. They have refused to allow our own employers to work out the wages and conditions of our members, with our organization. . . . All this has resulted in the associations of electrical contractors refusing to belong to the associations of builders in numerous large and small centers."

"We have felt the curse of jurisdiction. We have no illusions about the seriousness of the problem to Labor—to the Building Trades Industry, and to property owners."

"In facing the correction of this and other problems of the industry, we believe that intelligence, mature judgment and accurate

facts, used in the application of fundamentals, are the only paths to sound solutions."

"Definitely, conclusively, and without reservation, we commit ourselves to any logical, sound and practical effort to eliminate jurisdiction disputes. And just as earnestly, do we refuse to be a party to a plan that we believe will complicate and make matters worse. We cannot hope to extinguish a fire by adding fuel to the flames."

Our local unions want to know what they are to do. Those now belonging to local Building Trades Councils should continue their affiliations until further advised. Should any of our local unions be unseated from local Councils—and we're satisfied there may be few, if any—then they are advised to continue to support the other unions—when such support is returned—except when a difficulty arises because of the Board of Trade Claims or its actions.

We are serving notice, as a result of our action, that no group or board or association, other than the American Federation of Labor, has the right to interpret or define what work shall or shall not be done by Electrical Workers.

We will recognize no decision, definition or allocation of work, not in accord with such decisions or interpretations as are given by the American Federation of Labor, or as have been rendered by the former National Board For Jurisdictional Awards. We refuse to desert our convictions.

*H. H. Broach*

*J. M. Bugniet*

Washington, D. C.  
March 28, 1931.



# G. E.'s. "House of Magic" Now on Wheels

THE popularization of the abstract science of lighting known as "electro-dynamics" is going forward by General Electric engineers in eastern cities. This is a part of the program of Westinghouse, General Electric, and the American Telephone and Telegraph Company to capitalize their large scientific researches in order to forward public relations. Westinghouse people have specialized in remote control through a series of interlocking switches and have developed robots. The American Telephone and Telegraph Company, through the Bell Laboratories, Inc., have specialized in the physics of sound and have done remarkable things in the way of creating artificial larynxes, "scrambled speech," a new type of microphone and other devices calculated to advance other sciences, chiefly the medical. The work of the General Electric engineers has been in the field of lighting. Their accomplishments have been given the popular terms of "frozen light" and "modulated light." Though their accomplishments are not as easy of popular understanding as those of the Bell Laboratories, Inc., they may have a more far-reaching significance.

The traveling "House of Magic" is under the conduct of L. A. Hawkins, made known to the public by Floyd Gibbons as "Larry", and Ellis Manning, a young physicist. Their demonstrations are accompanied by a brief history of modern physics. They show that physics is undergoing the same kind of revolution in thought that other departments of human knowledge are. They point out that the discovery of radium by the Curies of France a short time ago really marked the beginning of the modern era of physics. That discovery knocked into a cocked hat many of the fixed ideas of physics, namely the molecular theory and the theory of the conservation of matter. Radium seems to reverse the laws of matter. It is matter in a constant state of being broken down. It is atoms being destroyed. The two General Electric men have set up interesting instruments to measure in sound the breaking down of these atoms of radium. They suggested, too, the discovery of alpha, beta, gamma, and x-rays as radio active energy in these elements. They show that the gamma ray from the earth energizes the air, and they undertook to measure the velocity and force of these ions in sound.

## Vacuum Tube Epochal

It was but a step in the discovery of these rays to the invention of the vacuum tube. They describe the vacuum tube as an instrument of control by which a small fraction of electrical energy is capable of controlling a very much larger electrical dynamic force. The photo electric cell is another type of vacuum tube. This is popularly known as the electric eye and is used

**Public demonstrations of advances in the abstract science of lighting being given in eastern cities. Unusual accomplishments of the General Electric Research Department indicated.**

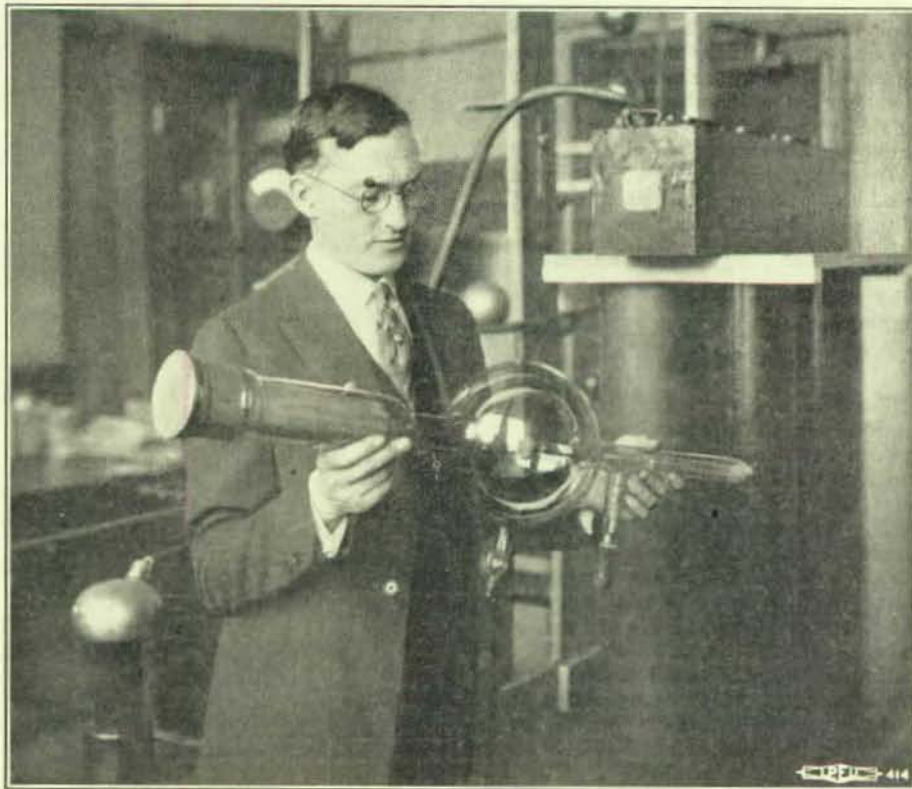
widely in the remarkable advances made in automatic control. The photo electric cell gathers the electric energy from light given back from metal. It is a mechanical eye that is 100,000 times as fast as the human eye. One of the most interesting experiments performed by Hawkins and Manning revived interest of the audiences in the ancient question of perpetual motion. By means of the photo electric cell, the flash of a common sulphur match was made to light a very powerful incandescent lamp. Then this incandescent lamp was moved into a position so that its reflection leapt back upon the photo electric cell. Thus the cell kept on energizing the lamp, and the reflection of the lamp kept on igniting, so to speak, the photo electric cell, and one had a perfect circle.

A new type of cell called the gas injected vacuum tube was said to be able to control 10,000 watts of electrical energy by means of 1/10 micro-watt (which is 1/10 of one-millionth of a watt).

The two experiments called "modulated light" and "frozen light" probably had the most popular appeal. By use of the photo electric cell the experimenters were able to translate the sound waves from a phonograph record into light waves and to transport those light waves through a microphone to the audience's ears.

The cathode ray tube, an accomplishment of Dr. Coolidge of the General Electric Laboratories, is a device by which electrons are shot through a glass wall into the air at the very fastest rate of any energy ever accelerated by man. They travel at a rate of 180,000 miles per second. Cardboard treated from the rays from this cathode ray tube appears phosphorescent. Rays captured in Schenectady from the air were formed into liquid air at a temperature of 240° below zero. This liquid air was placed in jars and carried to distant cities where experimenters were at work. When the liquid air was taken out of the jars and cardboards were treated with it, the cardboards became phosphorescent with the dormant light rays captured in Schenectady from the cathode ray tube. This experiment is called "frozen light."

Predictions were made by Mr. Hawkins that very great advances were going to be made in the next few years in the transmitting of direct current over long distances, by utilization of one of these devices.



CATHODE RAY TUBE

Courtesy of General Electric.

Dr. Coolidge's Epoch-making Discovery in the Hand of H. F. Tarnis, Jr., General Electric Co.



# Pensions, Rewards or Gifts? Which?

By CLARA L. NOYES, Assistant Manager, Union Cooperative Insurance Association

*Pensions in Modern Industry*, by Arthur David Cloud. (Hawkins & Loomis Company, 1930.)

**T**HIS monumental work on industrial pensions is the outgrowth of a long study of pension system operation, and is described by the author as covering the "legal actuarial and economic principles of the problem of the aged employee."

His information was gathered not only from other publications on the subject, but by direct study of many types of pension plans in active operation.

This study naturally included a study of the viewpoints of the employer and the employee; a comparison of the financial and economic soundness of the different types of pension plans; and also an examination of the litigation which has actually arisen from the handling of this difficult problem of adjustment of the needs of the aged employees.

## Problem Stated

The problem starts from the viewpoint of the humanitarian advocate as "effective means of providing subsistence in old age for worn-out and dependent employees." Extending this to cover also points of view of the employer and the employee, the problem goes much further than the idea of charity. The first beneficiaries are those who have a claim upon industry because they have become superannuated in employment service. This immediately leads either to a limitation to those who are actually destitute or an extension to all employees superannuated under certain conditions, but many of whom would in no way be dependent on the employer for means of subsistence.

Restated, this brings to the author's mind the pension problem as consisting of three factors, (1) "the amount, or extent, of superannuation"; (2) "the conditions of superannuation"; (3) "the adaptation of the conditions to the employees".

## Employer's Viewpoint Revealed

The idea of a "pension" has departed considerably from its original use as a reward or bounty given by the government as a gift in appreciation of services. As applied to industry, however, it has a "bargain significance". "The employee is led to believe that he can earn his benefit. Until it is earned industry is satisfied to remain a party to the bargain." When it is earned, however, industry changes its attitude, persisting in the idea that the pension is a gratuity, and often emphasizes that there is no obligation in the matter to which the industry can be held.

Although there is no legal obligation and no moral obligation on the part of employers to adopt a pension system, such a plan is often looked upon as a

**Light thrown on employer psychology by monumental work on industrial pensions. Workers look upon pensions as earned benefits. Too many employers count them gifts.**

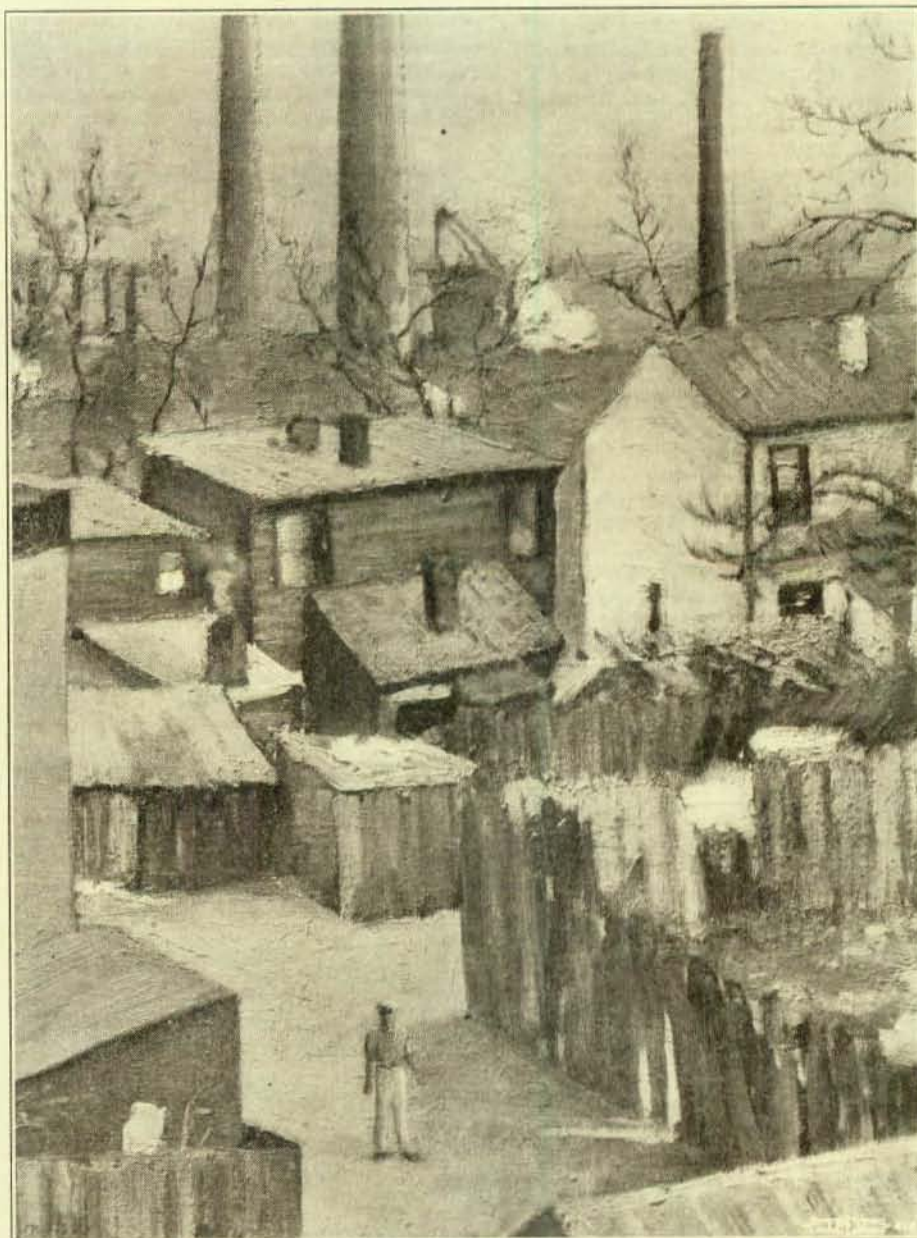
simple and desirable business matter.

"Every employer, sooner or later, faces the fact that a number of his employees have arrived at the age—old for some, older for a few and very old for an occasional one—when their services

have either ceased to furnish the basis of any profit, or, as is most often the case, have begun to furnish the basis of a loss." When this situation arises it is costly to keep the aged workers at their accustomed tasks; the employer is often reluctant to discharge them; but after shifting them to lighter work and making other changes, the time comes when he can use them no longer and some disposition of them must be made. The only ways open are by discharge or by pension.

To discharge the "worn-out workers" would often result in serious loss of morale among the other employees because of lack of confidence in the em-

(Continued on page 220)



By courtesy of the Artist

Old Angles With the New. Across the Low Alley Roofs One Sees the Towering Factory Stacks. Roy L. Barrows, a Washington Artist, Creates "Alley Angles".



# Public Works Program No Panacea

By WILLIAM HABER, Professor of Industrial Relations, Michigan State College

CONSTRUCTION of public works has long been looked upon as a weighty proposal for stabilizing our economic system and reducing unemployment. England, Germany, France and other countries have, for many years employed public construction projects to ameliorate unemployment conditions. In the United States, economists have long proposed that in the control and planning of public works we might find a potent weapon to fight periodic fluctuations in employment, which during the present depression have severed over 5,000,000 workers from their jobs.

In the past several years this proposal has won an increasing number of supporters.\* The discussions growing out of the "Jones Prosperity Reserve Bill" in the United States Senate and the acceptance of this program by the President has further increased its popularity. In fact, we have been nearly led to believe that in the adoption of a comprehensive program looking for long-range planning of public works we will have achieved a "balanced economic system."

The logic of the proposal is simple, its argument weighty. During normal years the volume of construction in the United States is nearly \$7,000,000,000. In 1925 the total construction bill of the country was \$6,662,600,000. It has increased every year until it passed the \$7,000,000,000 mark in 1928 and is estimated to have totaled \$6,854,000,000 in 1930. This is a huge figure. It gives employment to over 2,000,000 workers in the construction industry, and to nearly 1,000,000 more employed in the manufacture of building materials. Considerable portion of this huge construction volume is expended by governmental agencies. Federal, state, municipal, county governments spend money for public buildings, highways, bridges, subways and tunnels and many other construction projects. In 1923 the estimated volume of public construction in the United States was \$1,993,000,000. In 1928 this total had reached the huge figure of nearly \$3,500,000,000. During the most recent years, therefore, public works have constituted between 35 and 40 per cent of all construction, both public and private, in this country.

## No Spacing Afforded

In practice these huge public expenditures are made at the same time when private industry is "booming" and when private construction is employing workers in the building industry. Huge governmental expenditures at such times result in still further expanding the productive capacity of the industry, attracting workers from other trades and

**Careful long-range planning of government expenditures can aid business to solve unemployment, but it is no sure cure, and must be supplemented by other measures.**

encourage the expansion of manufacturing facilities. As a result when the government, through expenditures for public works during normal business years, induces high costs and over-expansion it is partly responsible for the business depression which follows, and having already used up its appropriations and completed its projects, it is unable to aid recovery.

To overcome this situation it is proposed that expenditures for public projects be planned in advance probably on a 10-year basis, that appropriations be voted but that the money be held back in a public works reserve and released for actual use only when private employment, measured by some standard or other, has shown a material decline. The Jones Prosperity Reserve Bill, for example, provides for the authorization by Congress of annual appropriations amounting to \$150,000,000 for use in road building, river and harbor works, flood control and public

buildings. These funds shall be accumulated and released only when the President finds and communicates to Congress that the volume, based upon value, of contracts awarded for construction work in the United States, has fallen 10 per cent for a three-month period below the average of the corresponding three-month periods of the preceding three years.

Such a policy, if adopted by the federal government and subsequently followed by state, municipal and county governments, would result in retarding the rate of expansion of business and would provide huge funds to be spent as soon as private business begins to slack. This would immediately give employment to hundreds of thousands of construction workers and to thousands of others manufacturing building materials. Indirectly these funds paid to construction workers in wages would be spent for consumers' goods with the result that many more workers manufacturing furniture, steel, glass, carpets and other goods would be put to work to supply the needed consumers' goods. In theory, therefore, a long-range public works program would have a two-fold effect. First it would check the over-expansion of private industry (mainly construction and its related industries) and it would also provide the funds

(Continued on page 221)



Courtesy New School of Social Research.

## CITY BUILDING

One of the Murals by Thomas Hart Benton in the New School of Social Research. These Depict the Startling Magnitude of Modern Life.

\*A review of Dr. Leo Wolman's *Planning and Control of Public Works*, National Bureau of Economic Research, 1930, \$2.50.



# Economic Planning Reaches Legislative Stage

**R**APIDITY with which new ideas are accepted in this changing world is indicated again by the fact that what was but a nebulous theory three years ago, has found its way into legislative formulae. During the last days of Congress, Senator LaFollette introduced Senate Bill 6215, an act to establish a National Economic Council.

Senator LaFollette's bill at once raises the question, Shall the economic plan board be small, in the nature of a cabinet, or large, in the nature of a Congress? France and Germany have large councils, with representatives from every economic group, with most work done by committees. Dr. Lewis L. Lorwin, who contributed illuminating articles to this JOURNAL on the subject, favors the larger council. Senator LaFollette's bill provides for a council of 15 members. No doubt with the tremendous interest in the subject, now current, with economists, business men, labor leaders advocating a planned economy, a great deal of discussion will precede actual legislation.

Senator LaFollette's bill in full:

*"Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled That (a) there is hereby established a National Economic Council to be composed of 15 members to be appointed by the President, by and with the advice and consent of the Senate. The members of the council shall be selected annually from lists submitted by groups of associations and organizations representing the industrial, financial, agricultural, transportation, and labor interests of the United States, but not more than three such members shall be selected from the list submitted by each of such groups. The terms of office of the members of the council first taking office after the approval of this Act shall expire, as designated by the President at the time of nomination, five at the end of the first year, five at the end of the second year, and five at the end of the fourth year, after the date of the approval of this Act. The term of office of a successor to any such member of the council shall expire four years from the date of the expiration of the term for which his predecessor was appointed, except that any member of the council appointed to fill a vacancy occurring prior to the expiration of the term for which his predecessor was appointed, shall be appointed for the remainder of such term.*

## Duties Stated

*"(b) The President shall annually designate one of the*

**Measure advocated first three years ago by Electrical Workers' Journal, makes great advances toward acceptance; whole-heartedly backed by Senator LaFollette.**

members of the council as chairman and one as vice chairman of the council. The vice chairman shall act as chairman in case of the absence or disability of the chairman. A majority of the members of the council in office shall constitute a quorum, but the council may function notwithstanding vacancies. The members of the council shall serve without salary but may be paid a per diem compensation not to exceed \$— while engaged upon the business of the council. Each member of the council shall be paid his necessary traveling expenses to and from the meetings of the council and his expenses incurred for subsistence, or per diem allowance in lieu thereof, within the limitations prescribed by law, while attending or traveling to or from such meetings.

"Sec. 2 (a) The council—

"1. Shall keep advised with respect to general economic and business conditions in the United States;

"2. Shall consider problems affecting the economic situation of the United States and its citizens;

"3. Shall endeavor to formulate pro-

posals looking to the solution of such problems;

"4. Shall make an annual report on or before the — day of —, to the President and to the Congress, together with its recommendations, if any, for necessary legislation or for other action; and

"5. Shall, from time to time, as it deems advisable, submit reports dealing with particular economic questions, together with its recommendations, to the President, to the Congress and to the appropriate economic associations and organizations interested in such questions.

"(b) For the purposes of this Act, the council is authorized to make such rules and regulations, and by itself or through its officers, to make such investigations and to call for such information, as it deems necessary. Any member of the council may sign subpoenas, and members and agents of the council, when authorized by the council, may administer oaths and affirmations, examine witnesses, take testimony by deposition or otherwise, and receive evidence.

"(c) Such attendance of witnesses and the production of such documentary evidence may be required from any place in the United States at any designated place of hearing. In case of disobedience to a subpoena the council may invoke the aid of any district or territorial court of the United States or the Supreme Court of the District of Columbia in requiring the attendance and testimony of witnesses and the production of documentary evidence, and such court within the jurisdiction of which such inquiry is carried on may, in case of contumacy or refusal to obey a subpoena issued to any corporation or other person, issue an order requiring such corporation or other person to appear before the council, or to produce documentary evidence if so ordered or to give evidence touching the matter in question; and any failure to obey such order of the court may be punished by such court as a contempt thereof.

## Funds Provided

"(d) The council is authorized to appoint a secretary who shall receive a salary of \$— per year and (1) in accordance with the civil service laws, to appoint, and, in accordance with the Classification Act of 1923, to fix the compensation of such additional officers, experts, examiners, clerks, and employees, and (2) to make such expenditures (including expenditures for personal services and rent at the seat of government and elsewhere, and for printing and binding, law books, books of reference, and

(Continued on page 224)



SENATOR LA FOLLETTE  
Takes Advanced Economic Step



# Progressives Hold New Type of Conference

**A**N avenue with a university at one end and a state capitol at the other. Both co-operating. Science used to affect government. Government used to affect science. This in a brief compass was and is, the Wisconsin idea, brought into being by Robert M. LaFollette in his own state, now being perpetuated through his son of the same name. The primary significance of the national Progressive Conference held in Washington in March was the union of economic experts, labor leaders, and national law makers, and its publicity value was great.

The conference was called by five senators, Norris (Republican, Nebraska),

**Wisconsin idea revived on a national scale. Emergency declared. Labor participates.**

religion; and by Senator Borah when he attacked the ill-distribution of income and wealth. Ovations were given both. William Green, president of the American Federation of Labor, D. B. Robertson, president of the Railroad Train-

## Unemployment

*Committee on unemployment and industrial stabilization, Senator Robert M. LaFollette, of Wisconsin, chairman:*

"1. It is the consensus of opinion of the committee as well as of the labor leaders, business men, economists and public officials who spoke before the conference that distress arising out of unemployment still persists throughout the country. Statements made by qualified persons from different parts of the United States indicate that the volume of unemployment is so great and the prolonged strain on various public and charitable funds so substantial as to lead to the exhaustion of many of them within the next month. Consequently conditions much worse



THEODORE ROOSEVELT



ROBERT M. LAFOLLETTE



WOODROW WILSON

## Their Spirit Invoked

Progressives Recalled the Statesmanlike Facing of Problems by Three Past Statesmen

LaFollette (Republican, Wisconsin), Cutting (Republican, New Mexico), Wheeler (Democrat, Montana), and Costigan (Democrat, Colorado). At the outset, the sponsors disavowed any purpose of forming a third party. The council was a sincere attempt to face the economic problems of the present hour, and to find solution, which may be affected by, or aided by national legislation. The problems discussed were unemployment and stabilization, agriculture, tariff, loss of representative government, and utilities. The gathering brought a brilliant assembly together. The delegates reached in experience and memory back to progressive victories and defeats in the days of LaFollette, Wilson, and Roosevelt. The spirit ran high. The attendance was great, four times greater than was expected. Tense drama was furnished by Senator Norris when he recalled to the delegates the seriousness of the present business debacle, and measured the relation of politics to

men, Edward N. Nockels, A. F. of L. national legislative representative in the field of radio, and Andrew Furuseth, seamen's head, spoke. The electrical workers were represented.

## Economists Attend

Economic authorities were represented by Sumner H. Slichter, Harvard; Edward A. Ross, University of Wisconsin; Leo Wolman, National Bureau of Economic Research; Isadore Lubin and Lewis Lorwin, Brookings Institute; Stuart Chase and George Soule, Labor Bureau, Inc.; Harry Laidler, League for Industrial Democracy; Charles Beard, noted historian, and Father John A. Ryan, Catholic University. Morris L. Cooke, noted engineer, and Edward Beems, utility expert, were on committees.

The reports of the various legislative committees is as follows: Inasmuch as the Progressives control the next Congress, these reports are doubly significant.

even than those prevailing at the present time appear to be unavoidable.

"2. It is the consensus of opinion that without the full use of the resources at the command of federal, state and local governments it is impossible to meet the problems of the present emergency. In weighing the contributing factors that are responsible for the present depression and that will, under present conditions, repeat this crisis in the future, it is the committee's conclusion that the only sound approach to the problem of unemployment and industrial instability is the creation of the necessary public machinery of planning and control. Whether present and future depressions may be due to the more rapid increase of the productivity of industry, to the reduction in the purchasing power of the great masses of consumers, to the exhaustion of public works reserves or like factors, this committee feels strongly that the only possible way to bring about greater stability in the future, more regular employment and the avoidance of these terrible crises of unemployment is through the substitution of some semblance of order for the present anarchic and irresponsible conduct of industry.

"3. The leaders of American industry, with

(Continued on page 219)



# Mencken's Protegee Writes Labor History

**L**OUIS ADAMIC is a young man who was born in Jugo-Slavia, came to America just before the World War, worked at various laboring jobs, became an I. W. W., and was discovered by H. L. Mencken, of the American Mercury, as a spirited, talented writer. He has since contributed to that publication certain sketches, some of strong literary ability because Louis Adamic succeeds best when he deals in personal narrative describing rugged characters. He now becomes an author of a book purporting to be labor history and carrying with it a decided thesis, namely, that class violence on the part of labor has produced the horrible racketeering system now in vogue in some American cities. Mr. Adamic's book is published by Viking Press, New York City (price \$3.50).

The method of the just historian is the method of documentation. The just historian undertakes to interpret past and contemporary events by the medium of facts in their right relationship, supported by authentic documents and evidence, with interpretations that do not justly go beyond these facts. Mr. Adamic's method is the method of the story-teller. He relates dramatically the history of riots, dynamitings, bomb-throwings—that is, the few that have occurred in the United States—and then draws the wholly undocumented conclusion that the American labor movement became a racketeering organization because of these violent happenings.

## Knowledge Limited

There is no evidence that Mr. Adamic has read Hoxie's "History of Trade Unions," John R. Commons' "History of American Labor," Mary Beard's "A Short History of the American Labor Movement," or is aware of any of the forces and attitudes that animate the present day labor movement. If he has ever heard of union co-operative management, technical training of apprentices, councils for industrial relations, theories of wages and standards of living, in short, any of the peacetime activities of the unions which in fact make up 99 per cent of their activities, he gives no evidence in this book.

It is as if this writer described H. L. Mencken thus:

"H. L. Mencken was born in Baltimore, Md. Baltimore, Md., has a considerable German population. Baltimore, Md., at one time had steamship lines going directly to German ports. Mr. Mencken visited Germany during the World War. He wrote articles for the Atlantic Monthly, generously interpreting the German point of view. Conclusion: Mr. Mencken is an emissary of the German Republic in the United States, though he still has strong monarchical sympathies and is in correspondence with the Kaiser in Holland."

**A horrible example of how history should not be written is contained in the recent book entitled "Dynamite", by Louis Adamic. Subjective impression set up as historical fact.**

All of these statements, save the conclusion, are facts. The conclusion is a falsehood. It has no more relationship to the facts than does the bark of the dog to the rising of the moon.

## Mr. Adamic's Method

However, this illustration does not do an injustice to Mr. Adamic's method. Take Chapter 7 of Mr. Adamic's book. It is entitled "The Labor Movement Becomes a Racket". Mr. Adamic somewhat luridly describes the after-effects of the Haymarket bombing in Chicago. After this description, without any authority either of quotation or any factual evidence, he makes the statement "The labor movement under Gompers became to a great extent a racket set up in opposition to the capitalistic racket". It is interesting as to how Mr.

Adamic differs in his interpretation of racketeering from such authorities as Herbert Asbury and Walter Lippman.

Mr. Lippman says:

"The fact that racketeering seems to infest the small, unstable, disorganized industries suggests rather strongly that we have here a perverse effort to overcome the insecurity of highly competitive capitalism, that the underworld through its very crude devices serves that need for social organization which reputable society has not yet learned how to satisfy. Indeed, one might go further and at least inquire whether certain forms of racketeering are not the result under adverse conditions of the devotion of legislatures, courts, and public opinion to the philosophy of *laissez faire*."

It is thus that Mr. Lippman finds the cause of racketeering, not in some depraved performance of this or that economic group, but in a set of conditions out of control of that group.

Mr. Herbert Asbury says in his "Gangs of New York" that

"under the patronage of the political"  
(Continued on page 221)



Class Violence of the Past. Branding a Prisoner With the British Convicts' Mark. Trade Unionists and Other Protestants Against Social Conditions Were so Treated.



# President Reports Advances to Council

THE regular meeting of the International Executive Council opened at International Headquarters, 1200 Fifteenth Street N. W., Washington, D. C., March 2, 1931, at 9 a. m.; Chairman Charles P. Ford presiding.

Members present: G. W. Whitford, F. L. Kelley, Edward Nothnagle, Charles M. Paulsen, G. C. Gadbois, C. F. Oliver, M. P. Gordan.

The chair appointed Council Members G. C. Gadbois and C. F. Oliver as audit committee.

The International Secretary submitted the following applications for pension benefits:

L. U. 3, Thomas Birmingham, Charles L. Clayburn, Charles Ebel, Archie C. Erskine, James A. Ford, Thomas P. Ruane, A. G. Voss; L. U. 9, Charles M. Freeman; L. U. 83, W. W. Wade; L. U. 101, William C. Muller; L. U. 102, John Snyder; L. U. 134, M. M. Canery, R. V. Griggs, Charles H. Kehl, W. A. MacDonald, George E. Stephenson, Arthur Ticknor, F. J. Walker, J. D. Warren; L. U. 151, W. J. Morgan; L. U. 677, Samuel W. Lawrence; L. U. 694, Rudolph Henderson; I. O., John J. Burns, D. A. Clark, J. H. Dreesbach, Elmer Harmon.

Examination of the membership records of the applicants showed that they were qualified in accordance with the constitution, and it was regularly moved and seconded, that pensions be granted. Motion carried.

The application of Michael J. Birmingham, of Local Union 104, Boston, Mass., was reconsidered by the council, together with additional information relating to an alleged arrearage in the applicant's standing. It being found that this information cleared up alleged arrearage, it was moved and seconded, that pension be granted to the applicant. Motion carried.

The following applications were considered, and on account of apparent arrearages in the standing of the applicants, it was moved and seconded that the applications be denied, with the understanding that the cases would be reopened at a future meeting in the event additional information concerning the standing of the members was filed with the council:

L. U. 17, George Burns, Frank Kubiac; L. U. 537, Martin L. Durkin.

Motion carried.

Appeal of William H. Kroger, Card No. 624228, of Local Union No. 3, from decision of the International President, received and reviewed. Following the review, it was moved and seconded, that the decision of the International President be sustained. Motion carried.

Appeal of Local Union No. 375, Allentown, Pa., for three months' remission of per capita tax, re-

**Broach lays important policies before International cabinet. Return to medieval serfdom in far west, Council hears. Much business transacted. Minutes of meeting officially given.**

ceived and considered. Moved and seconded, that the appeal be granted. Motion carried.

Appeal of Local Union No. 995, Baton Rouge, La., from decision of the International President, said decision relating to jurisdiction over the new Louisiana State Capitol Building, Baton Rouge, was received and considered. A careful examination of all the communications and evidence submitted to the Council leads the Council to the conclusion that the decision of the International President harmonized with conditions existing at the time it was rendered, and the sole purpose of the decision was to guard against possible loss of working opportunities on the part of the membership of the Brotherhood in the State of Louisiana. The Council believing that decisions having such purposes are sound, it was regularly moved and seconded, that the appeal of Local No. 995 be denied, and that the decision of the International President be sustained. Carried.

A communication from International Representative J. Scott Milne, Portland, Ore., relative to a movement he reports as being made to indenture apprentices, received. After discussing the contents of the communication, it was the Council's conclusion that the constitution of the Brotherhood provides adequate and equitable regulations of an apprenticeship system, and the Council was unanimous in its opinion that the proposed indenture regulation, outlined in Repre-

sentative Milne's letter, indicates a return to industrial serfdom of the Middle Ages, and that the proposed form of apprenticeship indenture has no place in modern industrial relations; also that it destroys the civil rights and liberties of apprentices, and denies them the right to respond to strike call that might be properly ordered by their organization. Moved and seconded, that the Council go on record as opposed to the plan. Motion carried.

International Secretary Bugniazet appeared before the Council and outlined a proposed plan of using legal reserve methods as a protective measure in safeguarding the Brotherhood's pension funds and system. After consideration of the matter, it was moved and seconded, that the Council endorse the plan. Motion carried.

International President Broach appeared before the Council and reviewed administrative activities since the last meeting. This review dealt with the following important matters:

1. The proposed Board of Trade Claims for the settlement of jurisdiction disputes in the building industry.
2. Our relationship with the Building Trades Department of the American Federation of Labor.
3. The elimination of long existing disputes between local unions.
4. The corrections of abuses and harmful internal situations in various local unions.
5. The elimination of jurisdiction involvements of long standing between local unions in certain localities.
6. Advantages to the membership resulting from amalgamating or merging local unions in certain localities.
7. The needs of the organization to meet demands for organizers and representatives—and more help in the International Office.
8. Centralizing of activities and providing additional service to the membership.
9. The attitude of employers of our members regarding maintenance of present wage standards.
10. The advantages accruing to the membership, to their employers and to the electrical industry, by applying rational, common-sense methods to the adjustment of differences—through the machinery of the National Council on Industrial Relations for the Electrical Construction Industry.
11. Standardizing wage and working agreements—and the efforts to make the dream of a strikeless electrical industry.

(Continued on page 216)

## Summary of Referendum

### Referendum Vote on Constitution

At the time of closing, and before going to press, the vote stands as follows:

#### Proposition No. 1:

In favor.....	40,863
Opposed.....	2,300

#### Proposition No. 2:

In favor.....	39,972
Opposed.....	3,130

In the next issue of the Journal, there will be a detailed report, after official tabulation has been made.

G. M. BUGNIAZET.



# JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted  
to the  
Cause



of  
Organized  
Labor

Volume XXX

Washington, D. C., April, 1931

No. 4

## Why No Revolution?

"In any country except the United States there would have been a revolution." This is the comment of a shrewd observer on industrial conditions in this great nation. With 8,000,000 men without work, and with 20,000,000\* on part-time, there is created a situation, which, in a less stable nation, would provoke riots, bloodshed, even extreme overturn. It is well to examine into the why of this stability, or if not stability, this absence of violence.

We pass over as beneath contempt the charge that it is due to the general helplessness, stupidity and low-spiritedness of the great masses of American people.

1. The complexity of American life—the lack of unity—the inability to lay responsibility for want, poverty and unemployment at the door of any one agent. This is a mechanical difficulty, inherent in the established order.

2. Refusal to believe that the present depression is anything but temporary. The memory of better times, the consciousness perhaps, that in a productive system as highly geared as ours, with its tremendous supercapacity, it will be possible in time to distribute goods on a lavish scale.

3. The awareness that the American system is an industrial system; that most revolutions are political, and can affect industrial and economic conditions but little.

4. Finally, and in a paramount degree, the state of mind of American trade unionists. This may be described as realization of the futility of violence in a rational industrial system such as ours. American trade unionists should know about violence. They have been victims of it. They should be authorities upon it. They have suffered under it.

Yet upon this last point, hangs, as a corollary, a kind of unwritten compact, as between American labor and American management. This unwritten compact implies intelligence, social-mindedness, and a willingness to effect change on the part of management.

Should management fail in these last categories then indeed conditions may be created which will mean a serious wrench to the American system.

\*If this figure appears excessive, it should be remembered that it represents less than three times the unemployed.

All the discussion of unemployment has served to stress this fact—there is no substitute for a job.

## Dilemma of the Individualist

The most serious factor in the present situation is the failure of management. And the most serious factor in the failure of management is the industrial backwardness of American bankers and capitalists, and of their unofficial representatives in the government. The 58 rulers of America named by an American ambassador a year ago have proved to be old-fashioned, frightened bourbons, with no sense of social responsibility, and no philosophic grasp upon their own business. They are beneath contempt in their handling of the great jobless disaster.

They assert that management and government can do nothing about unemployment. It is a mechanical difficulty that must cure itself. They say this, and then they stupidly go about doing something about it. They do a reprehensible thing. They cut wages. If business were a mechanical process, why cut wages? No, the only gleam of policy shown by the 58 rulers of America and their representatives in government is a policy of grab, get, of clean-up—as much as possible—while the country groans and bleeds.

The truth is the individualism of American rulers can not offer anything in the present crisis. Individualism is dead except as a disguise for greed.

Individualism did better in the panic of 1921. There was more social insight, more intelligence, less reaction shown. The President's unemployment conference, the effort to wipe out seasonal lay-offs in the building trades, the elimination of waste—all these were sound policies. To match these today—there is nothing—only a lot of inane chatter about prosperity just around the corner.

We repeat that the failure of management and the economic illiteracy of bankers and of their unofficial representatives in government is the most serious obstacle to recovery.

## Progressive Conference

The strength of the progressives, who recently met in conference in Washington, is that the established order is on the defensive. Two years ago this was not true. Two years ago every critic who offered a mild suggestion for improvement was put upon defensive. But to say that the strength of this or that political group is only the weakness of its opponents is to say nothing at all. No real political movement can be built out of negations.

This does not mean that the progressives have not the intelligence and the will to lift their campaign to the level of positive reconstruction. The noteworthy fact about their conference was the amount of real brain power it attracted. The foremost economists of the country attended. Yet it was apparent that the emphasis was upon political rather than economic reform. Perhaps this was inevitable. But it will not be enough. This country is an industrial nation. It is more advanced industrially than any nation on earth. Its wants are technological. Its ills are technological. Mere political palliatives will not cure them.

In fact, this records the dilemma of the progressive: how can he effect through the ballot-box the necessary industrial reforms needed?

The hopeful fact, however, about the progressive conference was the accord between economists, business experts, research persons, Congressmen, labor leaders and farm leaders.



## An Old American Custom

How much is any man worth to society? This is a hard question to answer. As natural elements, the human body is worth, at market prices, about \$7.50. The American nation says that its president is worth \$75,000 a year. This may be part of a policy of under payment, but as it is, it may be considered something of a criterion. It is pretty safe to say that no man is worth \$1,000,000 a year to society. Perhaps the discoverer of radium, the inventor of the vacuum tube, the discoverer of a cure for yellow fever, the creator of the theory of relativity are worth \$1,000,000 a year to society. But these valuable citizens never get that sum. On the other hand, it is safe to say that no business man, no matter what his position, earns \$1,000,000 a year. Nor does society pay any of them that sum. But by the curious American custom of allowing certain men to set their own salary figures, many men are evaluating their services at \$1,000,000 a year, or more. Take that bunch of high-binders in charge of the Bethlehem Steel Corporation. They were supposed to be working for a salary of say \$12,000 a year. By a system of secret bonuses they were lifting this to approximately \$1,000,000 a year. Now the stockholders do not believe they are worth it, and are suing the corporation for redress. Even if some judge contends that the Bethlehem barons "earn" \$1,000,000, he will not be able to convince thoughtful men of his "justice".

It is curious, too, that when an electrician sets a value of \$3,000 a year on his services—services probably as intrinsically valuable to society as those of some executives—he is often accused of profiteering. It is an old American custom.

**New Deal** A significant meeting was held at Kansas City last month. It brought together leaders in the electrical construction, electrical manufacturing, and related branches of the premier industry of the nation. These men talked seriously about the problems confronting the industry especially the "family" problems relating to practices and conduct of business. The conference was called by the Federal Trade Commission. It resulted in the agreement upon a tentative set of regulations expected to govern the industry, affecting vitally the construction branch, and culminating in the elimination of cut-throat, sneak-thief practices. The part that union employers played in the calling, conduct, and direction of this important conference is evidence of their determination to lift the industry to a new level of accomplishment.

**Law-Breakers** The prevailing rate of wage bill passed by Congress, was intended to set up standards. It represented an advance on old methods in the realm of human practices of government. Under its provisions, the Federal government is required to doff the role of sweat-shopper, and assume the role of standard bearer in the field of living standards, just as it assumes a role of standard bearer in the field of materials, or weights and measures.

The ink was hardly dry upon the bill, when Charles L. Kohler, Director of the Budget, New York City, a little man in an important place, made what he called his own survey of wage rates in that district. He came back from his excursion

among the sweat-shoppers with a new scale of wages, on an average 33 per cent below the union scale. He solemnly declared that this new scale represented the prevailing rate of pay. Who set this standard, what employers he interviewed is not clear. His little game, however, is clear. If it succeeds, it will be just another side-stepping of law by public officials, destined to bring opprobrium and contempt upon law and government.

## Anti-Trust Laws Again

To their own satisfaction two American conservative groups have found a way to amend the anti-trust laws. These groups are the National Manufacturers' Association and the American Bar Association. The National Manufacturers' Association has been notorious in its support of these laws, and in setting up blind legal agencies to invoke them in attacks against trade unions. It is no surprise, therefore, that the National Manufacturers' Association wants to keep the anti-trust laws upon the books. The association believes that it has found a way to keep the laws on the books so that they can be ready for use against labor, and still not be binding upon big business. It would confer jurisdiction upon the Federal Trade Commission to pass in advance upon contracts in restraint of trade and to determine in advance whether the proposed merger violates the law—that is, is reasonable or unreasonable. This, of course, puts a nice weapon in the hands of the Federal Trade Commission, but it is no greater weapon than it already has—at least in practice.

American labor will watch developments in this field closely. It will not be taken in by the endorsement of the Manufacturers' plan by the American Bar Association. It is prepared to continue its fight for repeal of laws used against it alone, and against intolerable abuse of the injunction process.

**Comment In Brief** Labor, in hard times, should beware of two things. Beware of the sales tax, that is, a tax on everything one eats and wears, and beware of war. These two "remedies" are age-old. \* \* \* Daniel Willard, president of the Baltimore & Ohio Railroad, told an audience in Philadelphia that capitalism is faulty. "A system—call it what you will—under which it is possible for 5,000,000 or 6,000,000 of willing and able-bodied men to be out of work for months at a time, and with no other source of income, cannot be said to be perfect or even satisfactory. On the contrary, it can be said to have failed in at least one important detail." \* \* \* Dean Wallace Brett Donham, a business man, head of Harvard Business School, also raps the American system in his book, "Business Adrift". It is the planlessness of the system which he condemns. \* \* \* Engine service Brotherhoods have asked the Interstate Commerce Commission for a ruling to require all locomotives to be equipped with mechanical stokers and power reverse gears. Does labor oppose automatic machinery? \* \* \* The assets of the Bell Telephone Corporation are now \$5,000,000,000—making it the largest corporation in the world, and the most powerful. The corporation had 40,000 fewer employees at the end of 1930. \* \* \*





## "EASIER MOTHERHOOD" POINTS WAY TO RELIEVE SUFFERING

*Review of a new book by Constance L. Todd*

**I**S it necessary for women to suffer horrible torments in order to bring children into the world? Constance L. Todd thinks not, and from her own experience and her investigations at hospitals all over the United States, she has written a book called "Easier Motherhood," which she hopes will make women realize that the ordeal of childbirth may be freed from pain and fear if they will only insist that it shall be, and this without harmful effects to child and often with beneficial effects to mother. From her own experience and from investigations she has made in hospitals all over the United States, Mrs. Todd has compiled the record of the Gwathmey technic, of synergistic colonic analgesia.

There are several methods of relieving pain during childbirth, from the frugal whiff of chloroform at the actual birth to the complete anesthesia of twilight sleep, which keeps the patient unconscious all during the process. But many doctors seemingly do not believe in making any effort to relieve the sufferings of womankind, Mrs. Todd says. They maintain that "nature's way is best." It is for this reason that the author believes a concerted demand must come from the women themselves, who are the ones who actually feel the pain, for some safe, simple and inexpensive method of minimizing it.

From her studies Mrs. Todd concluded that of all the various methods, the Gwathmey, spoken of above, known as an analgesia, was the most suitable, for by the injection of only small amounts of drugs, this produces a condition not of unconsciousness but of insensitiveness to pain, in which the patient drowsily complies with the commands of the doctor, sometimes scarcely remembering anything of the process by which her baby was born. One western doctor said in his report on this technic: "Suffering in childbirth is well-nigh inexcusable as the procedure is within the reach of all."

### Sympathy Produced Method

It is significant that this method was invented by a doctor who could not stand the sight of needless suffering. Instead of shrugging his shoulders and saying that this was the common fate of women, he devoted his time to finding a way of changing it. "Interfering with nature" has not had a harmful effect; in fact, many doctors who have used the Gwathmey technic believe it has a beneficial after-effect. In the first place, the mor-

bid fears of the prospective mother are allayed when she knows she can rely on her doctor for help when she needs it; she can go through the struggle with less strain on her nerves, and in many cases, less physical strain as well; and after it is over, her period of convalescence is found to be more comfortable and restful.

This is substantiated by records at the New York Lying-in Hospital, where the Gwathmey method has been in use for some years. Doctors, nurses, as well as the mothers, are enthusiastic about it. Records of hundreds of cases show that the analgesia, if skillfully administered, has no harmful after effects to either mother or child.

Why is it that this merciful means of relieving pain, used at many of the most modern hospitals, is so little known to the general public? Perhaps it is partly due to the feeling that the subject of childbirth can be discussed only in the most confidential manner, and women seeking information hardly dare to ask for it except of their family physician, who quite frequently takes the conservative view and relies on "nature" entirely. Other reasons why the majority of doctors do not use it are that it would involve some special training for themselves; also, they would have to spend more time with the patient.

But everything comes to those who demand it and if women's demand is strong and persistent enough, doctors will have to adopt this modern method of scientific kindness.

### Pain Minimized

Mrs. Todd emphasizes that the Gwathmey technic cannot be relied upon to give a complete relief from pain, but it does so to a great extent, and makes the ordeal a great deal less than the horror of most women's experience. She says:

"Today there is no perfectly satisfactory method of dealing with the pain of childbirth, either to lessen or to grant immunity. Such methods will come, many obstetricians believe; what we have today is infinitely better than the old, shrieking horror of yesterday, and it carries the sanction of most of the best medical opinion in the country. Obviously, better methods will be worked out if at all, by those who use what we now have. If women care, let them give an informed and persistent support to their benefactors of today, that their name may become legion."

Mrs. Todd's book contains a list of

hospitals in all states, showing what methods of pain relief in childbirth are used, and names many where the Gwathmey technic has been used with success. She also outlines how women may inquire for practitioners of this method in their own locality. Her book, "Easier Motherhood," is published by the John Day Company. If you have a personal interest in this problem, by all means send for it, or get your library to send for it. Auxiliaries might find this book an important subject for reading and discussion. Constance Todd, by the way, is a Washington woman and the wife of Lawrence Todd of the Federated Press, a labor news agency.

Her book is written in a clear, easily understandable manner, with all technical terms explained and defined in the glossary.

### AUXILIARIES HELP JOBLESS

The situation is dire indeed when a jobless woman finds herself without a home or means of support, according to Mrs. Mary Ryder, president of the Joint Council of Women's Auxiliaries of St. Louis, where the need for aid has become so great that the auxiliary group has established two relief stations where food and lodging are furnished to homeless women, and jobs provided for them if possible.

While the city had provided a municipal lodging house for jobless men, and many missions open their doors to them, it is difficult for a woman to find a respectable low priced lodging house, to say nothing of a free one, when circumstances make that necessary. And women cannot sit all night on park benches and keep their self-respect.

In the two houses, one of which was opened in November, 1930, and the other in January, 1931, a total of 15,151 meals were served, lodgings furnished to 2,096, and 607 placed in employment.

"We found many alarming conditions surrounding women and girls who have no actual homes," Mrs. Ryder declared. "We have had an illuminating education. We find that women have actually become migratory and are venturing out from state to state trying to get away from poverty and distress. Their suffering has made them venturesome and they are actually trying to make their way to a new field even with small children in their arms."



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# CONSTRUCTIVE HINTS

## Single Phase Motors

Single phase motors are built in several different types, viz: Repulsion, repulsion induction and conduction types, and are for constant or variable speed service. The repulsion induction type is the most generally used of all single phase motors and is furnished for constant and variable speeds.

## Cartridge Heaters

Cartridge type heaters are used where it is desired to concentrate a large amount of heat in a small space. They consist of a brass shell in which the coiled heating element is contained. They have been developed especially for such applications as cigarette-making machines, shoe machines, etc. In machines of this kind they are installed by inserting a hole drilled in the casting which transmits the heat to the material being treated. The maximum operating temperature of these heaters is 800 degrees Fahrenheit.

## Transformer Dryer

In installing oil-insulated transformers of high voltage it is necessary to dry out thoroughly the core and coils before filling with oil. This can be done by circulating heated air through the transformer windings. If electric power is available the most convenient device for this service consists of an electric air heater combined with a blower. The heater and the blower will raise the temperature of 800 to 850 cubic feet of air per minute, from 25 to 90 degrees. The temperature is held at about 85 degrees so as to avoid injuring the coil insulation.

## Handling Machinery

In hoisting or moving motors or generators use your head and play safe. Correctly estimate the weight to be hoisted. Use a good strong block and falls. Don't attempt to hoist a one-inch rope load with a quarter-inch clothes line. Remember that a 10-horsepower motor does the work of 10 horses. In order to do this work the motor requires proper copper winding and a proper frame of the required weight to properly house a 10-horsepower revolving armature. All of this means dead weight to hoist and it also means that the International Brotherhood electrical worker who plays safe will live and linger and careless workers will live and regret.

## Safety Switches

Enclosed safety switches of all kinds are a direct help towards better electrical construction. In various installations the use of safety switches and button control of electrical machinery has established conduit wiring on a firm basis. Open wiring on cleats and knobs and wooden moulding are rapidly becoming things of the ancient past. Metal moulding is not as satisfactory as it may be made to appear by the manufacturers. Mechanics experience difficulty in getting metal moulding properly lined up on ceiling runs. The multiplicity of parts required is another serious drawback. In direct comparison conduit requires few tools; the needed fittings are easily estimated and stocked and runs can be lined up and fastened securely and finished to match the interior finish easily.

## Short-Circuited Shunt Field

A short circuited shunt field can be found by the same test, the voltmeter deflection being least on the defective coil. The short circuiting of one field coil may easily result in burning out of one or more of the others if full voltage is applied to the circuit, unless a resistance equivalent to that of a perfect coil is included in the circuit.

## Single-Phase Motors

Single-phase, alternating-current motors are at the present time extremely popular in sizes from 1-75 to 1-15 horsepower. The industrial demand is for these motors to be built into vacuum cleaners, hand shapers, sewing machines, electric drills, portable machine tools, small blowers, motion picture machines, advertising devices, office devices.

## Polyphase Motors

Polyphase conduction motors are built in two types: Squirrel cage and slip ring or wire-wound types. The squirrel cage rotor type has a nearly constant speed (starting torque high) and is the type most generally used for driving machinery. The slip ring motor is adapted for a speed variation ranging from 50 per cent to 100 per cent and is also used for constant speed service. Both squirrel cage and slip ring type motors can be supplied for any frequency or voltage and for different speeds.

## Ratio Adjuster

The ratio adjuster is a convenient and reliable device for changing taps in high voltage windings of standard high voltage transformers. The tap leads are carried direct to the ratio adjusting mechanism located beside the tap coils. In this way complicated leads and terminal boards are dispensed with. The ratio adjuster is actuated through an insulating rod connecting the mechanism with the dial and handle which is located above the oil level. A hand hole in the cover is provided immediately above the dial in the larger sizes of transformers. The voltage must always be removed from the transformer when taps are being changed.

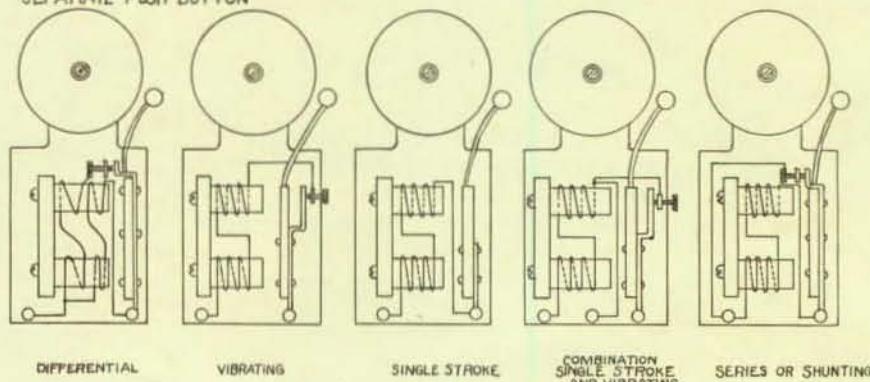
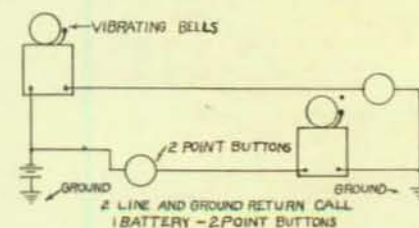
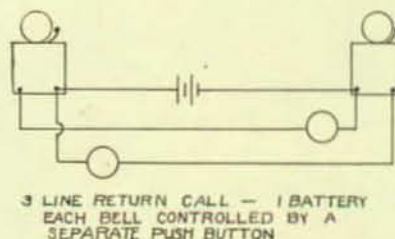
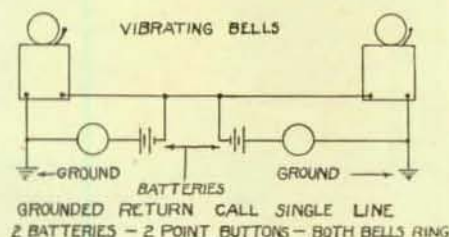
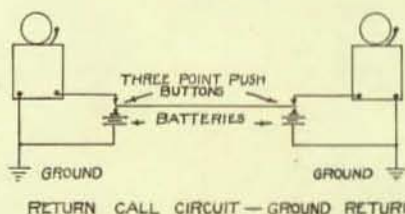
## Attachment Plug

An emergency screw attachment plug can be made by fastening the lamp leads to screw shell and base of an Edison fuse plug.

## Cleaning Hands

A number of mechanics use gasoline, turpentine, or washing powder to remove insulation from their hands in cleaning up for home. All of these do not help the hands. First soften the insulation by rubbing the hands with lard oil, machine oil, or motor grease. When the insulation is softened wipe hands with cotton waste. Then finish the hands with soap and water.

## CALL BELL CIRCUITS WITH A VARIETY OF CONTROLS





# EVERYDAY SCIENCE

## Reservoir Half Mile Above Power House

The highest head of water at present developed in the United States for the production of electric power is used at the Bucks Creek Plant of the Feather River Power Company, in California. This plant, recently placed in operation, has a capacity of 40,000 kilowatts, developed at a cost of \$7,500,000. The height of water in the reservoir above the power house is 2,562 feet, which exceeds that of any other development in the United States at the present time. This great head produces a pressure in the penstocks at the power house of 1,100 pounds per square inch.

There are two penstocks, each 4,800 feet long. The upper sections, 2,100 feet long range in diameter from 54 inches at the upper end to 42 inches at the lower end, where the thickness of the side walls is one and a quarter inches. The lower parts of the penstocks are of special construction with an internal diameter of 36 inches.

## Hydro-Electric Power in United States

According to the U. S. Geological Survey, the development of water power in the United States on January 1, 1929, was 13,571,530 horsepower, an increase of 10.4 per cent over the previous year. Of this increase, 30 per cent was accounted for by the Conowingo development on the Susquehanna River.

This total hydro-electric development consists of 3,375 individual plants, of which 1,605 are public utilities with a capacity of 11,886,336 horsepower, and 1,770 miscellaneous plants with a total capacity of 1,685,194 horsepower. Public utility plants averaged 7,406 horsepower each, and the industrial plants only 952 horsepower each.

In geographical distribution, California leads all other states with 2,226,529 horsepower, or 16.4 per cent of the total. New York, which includes Niagara Falls, has a total of 1,813,500 horsepower, or 13.3 per cent of the total. Maine ranks eighth with a total of 538,761 horsepower, or 3.9 per cent of the total. The southern states stand high in hydro-electric development. North Carolina is credited with 814,000 horsepower; Alabama 799,085, South Carolina 574,000 and Georgia 543,685, ranking third, fourth, sixth and seventh respectively.

According to the Federal Water Power Commission, the total water power in the United States available 50 per cent of time totals 55,000,000 horsepower, which will permit of an installation of machinery capable of producing 75,000,000 horsepower.

In 1928 the total amount of electricity produced by these hydro-electric plants was 34,696,000,000 kilowatts, an increase of 16.1 per cent over the previous year. In 1929, on account of the excessive drought it is believed that the total output of hydro-electricity will not be much in excess of the output of 1928, the total increase in electric power generation being accounted for by steam plants, which have a total capacity of 20,852,000 kilowatts, and produced 53,154,000 kilowatts in 1928.

## Light and Disease

The far-reaching effect which light has upon some inanimate objects, such as photographic films and clothes, leads us to inquire into the relation which exists be-

tween light and living things. We know from daily observation that plants must have light in order to thrive and grow. A healthy plant brought into a dark room soon loses its vigor and freshness, and becomes yellow and drooping. Plants do not all agree as to the amount of light they require, for some, like the violet and the arbutus, grow best in moderate light, while others, like the willows, need the strong, full beams of the sun. But nearly all common plants, whatever they are, sicken and die if deprived of sunlight for a long time. This is likewise true in the animal world. During long transportation, animals are sometimes necessarily confined in dark cars, with the result that many deaths occur, even though the car is well aired and ventilated and the food supply good. Light and fresh air put color into pale cheeks, just as light and air transform sickly, yellowish plants into hardy green ones. Plenty of fresh air, light, and pure water are the watchwords against disease.

In addition to the plants and animals which we see, there are many strange unseen ones floating in the atmosphere around us, lying in the dust of corner or closet, growing in the water we drink, and thronging decayed vegetable and animal matter. Every one knows that mildew and vermin do damage in the home and in the field, but very few understand that, in addition to these visible enemies of man, there are swarms of invisible plants and animals, some of which do far more damage, both directly and indirectly, than the seen and familiar enemies. All such very small plants and animals are known as micro-organisms.

Not all micro-organisms are harmful; some are our friends and are as helpful to us as are cultivated plants and domesticated animals. Among the most important of the micro-organisms are bacteria, which include among their number both friend and foe. In the household, bacteria are a fruitful source of trouble, but some of them are distinctly friends. The delicate flavor of butter and the sharp but pleasing taste of cheese are produced by bacteria. On the other hand, bacteria are the cause of many of the most dangerous diseases, such as typhoid fever, tuberculosis, influenza, and la grippe.

By careful observation and experimentation it has been shown conclusively that sunlight rapidly kills bacteria, and that it is only in dampness and darkness that bacteria thrive and multiply. Although sunlight is essential to the growth of most plants and animals, it retards and prevents the growth of bacteria. Dirt and dust exposed to the sunlight lose their living bacteria, while in damp cellars and dark corners the bacteria thrive, increasing steadily in number. For this reason our houses should be kept light and airy; blinds should be raised, even if carpets do fade; it is better that carpets and furniture should fade than that disease-producing bacteria should find a permanent abode within our dwellings. Kitchens and pantries in particular should be thoroughly lighted. Bed-clothes, rugs, and clothing should be exposed to the sunlight as frequently as possible; there is no better safeguard against bacterial disease than light. In a sick room sunlight is especially valuable, because it not only kills bacteria, but keeps

the air dry, and new bacteria cannot get a start in a dry atmosphere.

## The Magic Wand in Photography

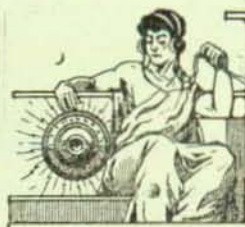
Suppose we coat one side of a glass plate with silver chloride, just as we might put a coat of varnish on a chair. We must be very careful to coat the plate in the dark room—that is, a room from which ordinary daylight is excluded—otherwise the sunlight will separate the silver chloride and spoil our plan. Then lay a horseshoe on the plate for good luck, and carry the plate out into the light for a second. The light will separate the silver chloride into chlorine and silver, the latter of which will remain on the plate as a thin film. All of the plate was affected by the sun except the portion protected by the horseshoe which, because it is opaque, would not allow light to pass through and reach the plate. If now the plate is carried back to the dark room and the horseshoe is removed, one would expect to see on the plate an impression of the horseshoe, because the portion protected by the horseshoe would be covered by silver chloride and the exposed unprotected portion would be covered by metallic silver. But we are much disappointed because the plate, when examined ever so carefully, shows not the slightest change in appearance. The change is there, but the unaided eye cannot detect the change. Some chemical, the so-called "developer," must be used to bring out the hidden change and to reveal the image to our unseeing eyes. There are many different developers in use, any one of which will effect the necessary transformation. When the plate has been in the developer for a few seconds, the silver coating gradually darkens, and slowly but surely the image printed by the sun's rays appears. But we must not take this picture into the light, because the silver chloride which was protected by the horseshoe is still present, and would be strongly affected by the first glimmer of light, and, as a result, our entire plate would become similar in character and there would be no contrast to give an image of the horseshoe on the plate.

But a photograph on glass, which must be carefully shielded from the light and admired only in the dark room, would be neither pleasurable nor practical. If there were some way by which the hitherto unaffected silver chloride could be totally removed, it would be possible to take the plate into any light without fear. To accomplish this, the unchanged silver chloride is got rid of by the process technically called "fixing"; that is by washing off the unreduced silver chloride with a solution such as sodium thiosulphite, commonly known as hypo. After a bath in the hypo the plate is cleansed in clear running water and left to dry. Such a process gives a clear and permanent picture on the plate.

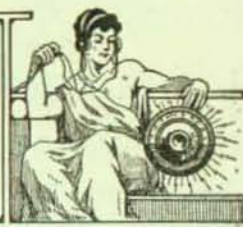
## Hydro Electricity Decreased in 1929

According to the final report for 1929 of the U. S. Geological Survey, the total amount of electricity produced in hydro-electric plants for public distribution was slightly less than in 1928. While no figures are given, it is assumed that a similar, or larger, decrease occurred in hydro-electric production by private manufacturing plants which do not contribute to the public supply.





# RADIO



## TELEVISION ALREADY ON COMMERCIAL BASIS

By AUSTIN C. LESCARBOURA, Mem. I. R. E., Mem. A. I. E. E.

NOT long ago we celebrated the 10th anniversary of broadcasting. Just a decade ago, during the 1920 Presidential election, Station KDKA, of the Westinghouse Company, went on the air on a regular or scheduled basis. Therefore, KDKA is looked upon as the pioneering broadcasting station, and the Westinghouse organization receives full credit for having inaugurated the present broadcasting era. And that is precisely as it should be.

However, it is not generally realized that broadcasting is a rather old story. Twenty-five years ago serious attempts were made

Therefore, it becomes obvious that broadcasting was by no means new when Station KDKA inaugurated its service. But the big point to bear in mind is that KDKA definitely took broadcasting out of the purely experimental field and made it a commercial institution, thus laying the foundation for the mighty radio industry which followed.

### Reliability Not Yet Achieved

Television is much in the same position today as early sound broadcasting was prior to KDKA. In other words, there are several stations on the air, broadcasting picture programs more or less regularly, but, until now, without sufficient reliability to warrant the average family spending several hundred dollars for receiving equipment. Most of the transmitters in operation are of a purely experimental nature, subject to frequent changes. In other words, the "looking-in" public is really taking part in a laboratory experiment, which, while attractive perhaps to the avid radio amateur, is of little interest to the average home entertainment seeker. Many who have bought radiovision equipment have been sadly disappointed at tuning in evening after evening merely to experiment and even to programless stations. Radiovision workers have shown the nasty trait of changing their transmitters on the very day of an important demonstration, resulting in a very poor showing at a time when they should put forth their best efforts. Consequently, radiovision has received a rather low rating in the daily press, even though the day-in-and-day-out results are far better than is generally believed.

It is the writer's opinion that radiovision is ready for practical exploitation. The technique has been developed to the point where it is possible to transmit fairly good pictures, with a sufficient degree of detail and animation to assure satisfactory entertainment. In fact, the better stations can now handle standard motion picture films, reproducing with reasonable detail several figures. However, here again the stations are largely of a haywire nature, handling the film without proper selection. Some scenes will be excellent, while others are simply impossible. If the radiovision broadcasters were to preview more film they might select that which is satisfactory and reject that which is unsuitable for radiovision purposes.

From an engineering standpoint, radiovision has now progressed to the point where it should be introduced into the home. It is comparable to the state of the sound broadcasting art at the time when the first single tube receivers were introduced in 1920. Obviously,

it has far to go before it is comparable to the multi-tube sets of today, with their splendid loud-speaker reproduction; but nevertheless, the public is willing to support the young art during its formative period, just as it supported the sound broadcasting art during the past decade—provided always, that the public is taken into consideration by the broadcasters. From now on radiovision development is largely a matter of showmanship, rather than pure engineering. Just as showmanship made sound broadcasting a commercial reality, so must showmanship transform the radiovision experiment into the radiovision industry.

### Two Commercial Stations

With the foregoing thought in mind, several organizations today are attempting to introduce showmanship into radiovision. Several stations are now operating on a fairly regular schedule, in order to interest the public in radiovision. Two stations are operating in the metropolitan New York area, namely, W2XCD of the DeForest Radio Company at Passaic, N. J., and W2XCR of the Jenkins Television Corporation at Jersey City, N. J., from 10 o'clock in the morning until 11 o'clock at night. The programs comprise film subjects, as well as direct pickup of living subjects.

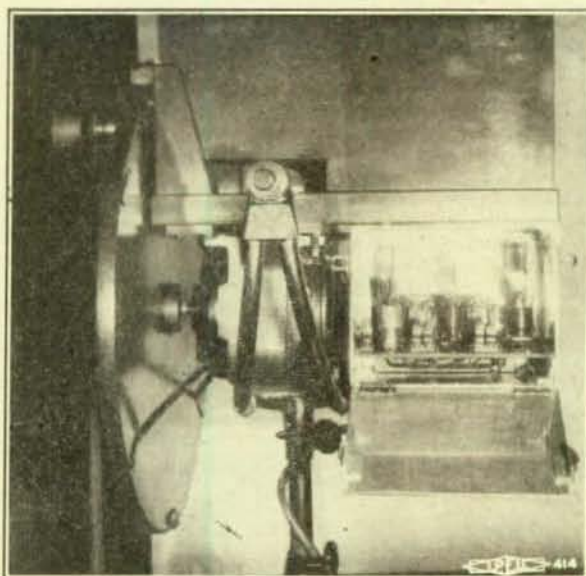
The entertainment possibilities of radiovision are largely dependent on the enterprise of the broadcasters themselves. Technically, a choice of three fields is now available: first, by the film pickup, whereby standard films are scanned so that their pictures may be transmitted; second, by the so-called flying spot, whereby a dot of light is used to illuminate the subject line by line,

(Continued on page 222)



The Television Cameraman Radiovising a Scene in the Television Studio. Note the Earphones Which He Wears, so as to "Hear" the Signals While He Looks Through the View-finder to See Them.

to broadcast news and music over telephone lines. As far back as 1909, Lee DeForest transmitted music over the air, for the purpose of entertaining those who might care to listen in. Even at that time he made use of such outstanding talents as Madame Mazarin, the famous French operatic singer of the day, and also Enrico Caruso, the immortal Italian tenor. In the years following, several radio telephone experimenters transmitted programs more or less regularly. For instance, there was Dr. Alfred N. Goldsmith, at that time a member of the faculty of the College of the City of New York. Also Bob Gowan, an associate of Dr. DeForest, who operated a radio telephone station at Ossining, N. Y., and procured much of his talent from the nearby vaudeville theatre. Again there was the Amrad Company, Medford Hillside, Mass., which transmitted during 1919 and 1920.



Closeup of Television Camera, Showing Amplifying Equipment Exposed to View.



# ON EVERY JOB

There's a Laugh  
& Two

## Ballyhoo

All that paper talk of "relief"  
Is only the ballyhoo of our age;  
They could easily eliminate depression and  
grief,  
By paying workers a living wage!

ABE GLICK,  
L. U. No. 3.

\* \* \*

## Hooray!

"The Lights of Hope" are burning,  
That miniature verse came true;  
I'm back at work and earning;  
Now I am no longer rue.

W. H. HENDRICK,  
L. U. No. 7, Springfield, Mass.

## Bashful Man!

F. W. Hamiter, Tulsa electrician, boasts  
of his modesty, admitting he sometimes is  
"shocked by a naked wire," according to the  
Oklahoma Federationist.

\* \* \*

Amos (Freeman F. Gosden) and President  
Matthew Scott Sloan, of New York Edison  
Co., were guests of Bernard Gimbel, depart-  
ment store man, at a luncheon in Manhattan.  
Chaffed Tycoon Sloan: "Now tell us, what  
made Madame Queen faint in the court-  
room?" Retorted Amos: "She saw her elec-  
tric light bill."—Reprinted from "Time," by  
special request.

\* \* \*

No one could have resisted replying to  
Tom Meech's touching tribute, so we have  
the Duke with us again:

Tom Meech, L. U. No. 595

Any corner of this old world  
Is within our JOURNAL'S reach;  
Even at the bedside  
Of our Brother, Tommie Meech.

Twenty-eight months of suffering  
Has been this Brother's lot,  
Suffering untold agonies  
Upon his snowy cot.

He fights a hopeless battle,  
But like a soldier true,  
With the odds against him,  
He's a hero through and through.

No medals or decorations  
Will adorn this hero's breast,  
Or guns be fired as a salute  
When this comrade goes to rest.

There will be no flag-draped caisson,  
Nor sound of marching feet,  
But with a fighting boy like Tom  
There shall be no defeat.

There are two sides of this picture, Tom,  
And the one I see is bright,  
A man with grit like you have  
Is bound to win the fight.

When this reaches you in the JOURNAL,  
May you again be up and around,  
And prove by gameness such as yours  
That a good man won't stay down.

DUKE.

If we can just manage to get it in, here's  
a swell poem that will strike an answering  
chord in the breast of many a jobless shop-  
man:

## In Memory of the Shop

Down at the New York Central  
The shop has closed its door,  
And the beating of its hammer  
We'll never hear no more.  
Old Elkhart will be mourning  
The loss of this concern,  
That once made Elkhart prosperous  
From wealth its men did earn.

The shop is still and vacant  
And no one there is seen,  
Where once we heard the roar  
Of every giant machine.  
Why should this ever happen,  
In this old railroad town,  
Where many now are weeping,  
To see the shop shut down?

It never ceased its motion  
As years came rolling by,  
Where many men were working  
With glory there on high.  
They came to work at morning,  
And back again at noon;  
Then home again at evening,  
A-whistling a sweet tune.

Not dreaming what would happen  
To the old shop some day,  
That now has ceased forever,  
Its men will move away.  
How sad it is for Elkhart  
To part with its old shop,  
That stood there since a village  
Its growth would never stop!

A monster locomotive  
Would stand on every pit,  
Surrounded by skilled workmen  
Who did their every bit.  
From back head to the smoke arch,  
The boilers they stood bare;  
Beneath them were no drivers,  
They, too, were for repair.

Some were pressed on axles,  
When old ones they were wore,  
So they could stand the travel  
At 90 miles or more.  
Old Elkhart had the honor  
Of men of highest skill,  
Who now are sad and jobless,  
For the old shop is still.

DICK PRICE,  
Elkhart, Ind.

"You sometimes find a pearl in an oyster  
stew," remarked the waiter, pleasantly.  
But the customer only grunted.  
"I'm looking for oysters."

Blonde Waitress—I have stewed kidneys,  
boiled tongue, fried liver and pig's feet.  
Brakie—Don't tell me your troubles, sis-  
ter, give me a chicken pie.

Joe Yarvice, of Local No. 9, remarks that,  
according to Wall Street dispatches, Hank  
Ford passed John D. for the world's biggest  
fortune—but don't forget he did it on John's  
gas.

## The Yellow Dog

You take the souls of men away,  
In open shops with little pay;  
That make the miseries and tears  
That swell the panic time with fears.

You charge on unions with a shout  
And headlong try to knock them out;  
Making those panting hearts we hear  
In the unemployed, aghast with fear.

You look for vengeance with a smile  
With craven hands and soul so vile;  
Bringing hunger on a poverty wave  
In hopes such terror, souls enslave.

You pick the strength of limb and size,  
Take youthful energy you prize;  
To make your factory whistles blow  
And clouds of smoke from tall stacks flow.

You guard and gaze upon those boys,  
Hush their talk and stop their noise;  
As long as they toil and labor hard  
For you, old foe, who hate a card.

You made the languid heads that droop,  
Put workers in the ranks who stoop;  
Thousands you have doomed to fall  
Are just existing, and that's all.

You turn men to dullness and decay,  
In poverty our land display;  
While there you witness what befell  
The men you hate to live too well.  
You dare the soul of man to slay,  
With hunger and want day after day;  
Along with cold and misty drooping eyes  
On the faded features of human lives.

You have no pride or sting of shame  
It matters not from whence you came;  
To gather a charity fund to aid  
The army of unemployed you made.

You quit the fight when times are good  
And leave the men who by you stood;  
Crushed in a crowd there one and all  
Are just the saps that heard your call.

You clasp your tail between your thighs  
And like a coyote bay into the skies;  
More scared of all the dirt you made  
For the starving idle workers greyed.

JOHN F. MASTERSON,  
L. U. No. 39.

\* \* \*

Don't forget the miniature verse, boys!  
Here are a couple more compressed composi-  
tions from good old Hendrick:

## Blossom Time

When it's cherry blossom time in Washington,  
There's just one other place that can  
compare;  
It is where the desert blooms near old Tucson,  
I know full well because I have been there.

## Happy Thought

I trust that when I pass away,  
Dear Editor;  
My insurance will come to pay,  
Each creditor.

W. H. H.,  
Local Union No. 7.





# CORRESPONDENCE



## L. U. NO. 1, ST. LOUIS, MO.

Editor:

While listening to the radio, I heard a program given by a grade school orchestra; which considering that the talents were varied, was very good. It was the team work exercised by those children, their 32 voices blended together in perfect harmony, that rendered this program excellent. Without the team work it would have been merely sounds.

If children can be made to realize that only by organizing could they ever hope to gain perfect results, why can't we, as men find perfect union in organization? There is disorganization everywhere—no team work. Team work and organized labor are synonymous. We, as members of our unions, must sincerely stand by our choice of officers and give them the support that is needed during their administration. If we find the job is too big for an officer, we can always rectify this mistake by changing him at the next election. But if the man is suited for the office we have elected him to, we, in order to be true union members, must give him our support; for he needs it badly.

Prejudice and discontent have no place if the reins of unionism are to be held in the hands of every member instead of a few; and as those children who sang before the mike displayed their team work, we, too, must work in perfect harmony.

ROBERT B. MILLER.

## L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

The letters in our JOURNAL are very interesting and there is much to learn from them, especially the comments from our worthy President who sure hits the nail on the head in regard to traveling time and getting control of the maintenance work, for it is a class of work that we are losing more and more of every year and the old cry is the wages are too high. Where they used to have two or three men doing work for a contractor three or four months out of the year now they hire one man and four or five boys that have just come from the vocational school and they do their own electric work. It sure would be nice for some of our old timers could be placed in their factories even if they would have to sacrifice a couple of dollars a week, and have that work under our control, but if they will have to be sent to these factories by a contractor we will have a hard job controlling this work today.

I just received the data and picture of the new Cobble Mountain Dam I wrote about in the JOURNAL over three months ago. It seemed they were held up. I am sending three pictures of different parts of the electrical apparatus of this job and it just has been completed and our president, Brother Ellig, gave me some of the details of this new dam which will serve the people of Springfield with their water, which has to travel 25 miles from the dam to the city of Springfield through a tunnel over three miles long cut underneath this mountain—a job which put one contractor

### READ

A hero is honored, by L. U. No. 585.

The fighting career of a railroad local, by L. U. No. 528.

Machines and Men, by L. U. No. 86.

How depressions sow seeds of suspicion, by L. U. No. 226.

Value of special training on job work, by L. U. No. 22.

Actual cost of depression to individual workmen, by L. U. No. 214.

The value of ballots, by L. U. No. 584.

Our boys wire Hoover's vacation flagship, by L. U. No. 734.

Customs as dead as dodoes, by L. U. No. 26, Government Branch.

Wonderful fortitude of the working classes, by L. U. No. 500.

Tribute to scribes, by L. U. No. 113.

Tampa goes forward, by L. U. No. 108.

These letters indicate that, if hands are not busy, minds can be.

in bankruptcy, costing the city quite a little more money than they figured at the start of the contract. They had engineers from all over Massachusetts to examine the foundation to make sure the dam was safe.

The power for this plant is generated by three machines, two of 13,620 K. V. A. capacity and one of 5,760 K. V. A. capacity—4,000 volts, carried from generators to buss chambers by 1,250,000 C. N. Kenite cables—two cables in parallel for each leg, thence through 2,000 amplifiers disconnect switch to outside bank of three power transformers. These three phase transformers raise the voltage to 65,000 volts then carry to outside oil switch. From these oil switches to transmission lines leading to Springfield, and all the outside work was done with copper tubing.

This job was done by the Interstate Electrical Company of Springfield, Mass., and all work, including switchboard work, was done by Local No. 7—a job that will be well remembered. I forgot to state that the same water used to turn generators is then turned into the tunnel for the water supply of Springfield.

But it is another one of these jobs completed by Local No. 7 men and the last we hear of it. If we could only place a man on these jobs after they were finished it sure would keep our local in their eyes at all times, so let's hope that we can find some way to compete with these conditions.

E. MULLARKEY.

## L. U. NO. 12, PUEBLO, COLO.

Editor:

Pueblo Local No. 12 is still on the map and just about the same bunch. We have a few new things, though. One of them is the wo-

men's auxiliary, organized among the wives of our membership. They hold their meetings and put on a party once a month and they have a fine time playing Monte Carlo whist and I am the prize winner when it comes to laying the cards. Up-to-date, I am the champion booby prize winner. Last month the Colorado Springs Auxiliary came down to visit us and we had a fine time together. There were 24 in their party and we believe they all got home by midnight. Now listen to those old time Pueblo boys snort, but they don't know that we have concrete paving all the way now.

I will have to tell you how it came about that we have the women's auxiliary. Last year Ed. Carlson worked up near the Springs and attended meetings there and he attended the auxiliary parties and brought the idea home with him. He got the women started and now they are organized and thriving.

Work has been very quiet here; cottage building has been at a standstill for a year, and we have had a hard time getting through the winter, but we have been through that before and I guess good times will come again.

WILL FRENCH.

## L. U. NO. 22, OMAHA, NEBR.

Editor:

Local No. 22 has been hard hit and will come through somehow, but it will not do so by sitting still, hoping and trying to exist on promises.

Another class in vocational training has been added this year. Gus Lawson and Harvey Walker are the instructors. This is Mr. Lawson's sixth year and the first for Mr. Walker. Both have an "E.E." degree.

More and more members realize that attending these night classes is good job insurance. The reason that union electricians were the only union craft on some of the recent jobs was that the business representative could point out the fact that the union electrician, due to his constant study, was better fitted to do the work. A problem the business representative has to deal with in some quarters is the unwarranted prejudice against the union man. This prejudice is fostered often by just a few members of the local chamber of commerce or business men's association, is allowed to influence others who are concerned in letting contracts, where electricians are to be employed.

The I. B. E. W. is a business organization and it seems its representatives should seek membership in these bodies. Not only would they be able better to serve the members they represent but by working hand in hand enable these organizations to more truly perform the duties for which they were intended, namely, promote the progress of the community.

JOE BERAN.

## L. U. NO. 26, GOVERNMENTAL BRANCH, WASHINGTON, D. C.

Editor:

The wild month of March marks the beginning of our fourth year as a member of The Electrical Workers' Brotherhood. Presents are usually in order on an anniversary and we have just received an appropriate and useful one from Capitol Hill, if



anything that labor organizations have struggled for year after year can be called a present. At any rate, the employees of Uncle Sam have bidden farewell to the six-day week, and it is five and a half days from now on. The Federal Employees' Union and the Navy Yard locals have worked hard to bring about this improvement in our working conditions. Yes, boys and girls, the six-day week is dead and extinct like the dodo. We still have with us, however, a few dodoes of the hammerhead variety who tell us, or try to tell us that "The union don't mean nothing in the government."

By way of doing a little celebrating on our own account, we gathered around the banquet table on February 26 at the Lafayette Hotel. There were some good things to eat and smoke on the aforesaid table, and most of the members of the local turned out for the occasion. Among our guests were Charlie Reed, assistant to the International President; J. P. Frey, secretary and treasurer of the Metal Trades Department, A. F. of L.; H. T. Morningstar, master electrician, Washington Navy Yard; Joe McDonough, of the International Office; Mr. Johnson, president of L. U. No. 26, and M. H. Hedges, our master of ceremonies. We had some interesting talks from our guests, Mr. Frey's account of some of his experiences in organization work being par-

ticularly interesting and entertaining. Brother Chaney's Silver String Revellers and one of Jack Mulane's song and dance troupes furnished a good evening's supply of pep. Among the incidents to be remembered on this occasion was the surprising way in which Brother Walter Wilson attracted the members of the fair sex who were among our entertainers. How does he do it? This would seem to call for an investigation by a special committee.

Speaking of committees, we must not forget the one responsible for arranging this banquet. They are Brothers Graham, Stuart, Crann, Jones, Remson and McOsker. They would do nicely as a permanent entertainment committee, so let's put them to work again in the not too distant future. It is a good thing for us to get away from "regular order of business" occasionally. How about it? Au revoir until next time.

DURAND.

#### L. U. NO. 28, BALTIMORE, MD.

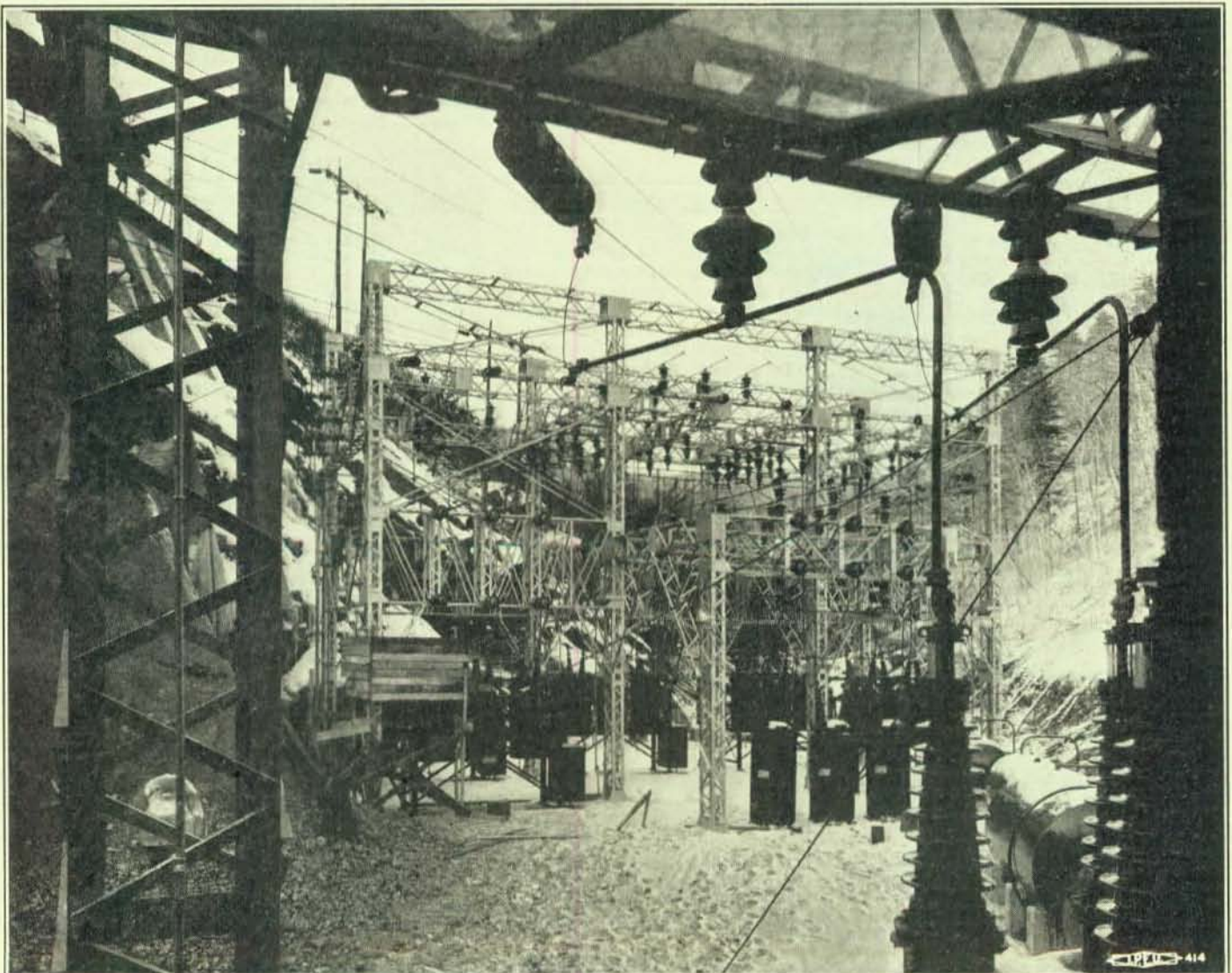
Editor:

Another interesting department is the women's auxiliary. Yes; we read about them as well as the other items. In our opinion it's a good thing for the women to take an active part in the organizations. Incidentally, we notice where that Beau Brummel made quite a hit with the St. Petersburg auxiliary.

We refer to that gay Lothario who now happens to be an officer in the International Office, A. Wilson. We're mighty glad to hear about the activities of the Brother occasionally, even though he may not recall us.

The majority of the letters dwell on the nation-wide depression so that conditions must be quite general all over. Local No. 292 about hits the nail on the head in its description of some of the causes of our general hard times. Brother Waples seems to be on solid ground in quoting facts in describing a sort of conspiracy on the part of certain large employers, bankers and others to keep the depression going, so that they can beat down wages by starvation methods. In this they seem to think they'll make it quite possible to compete with the cheap European labor. A mighty nice state of affairs in this, our country, the land of the free and the home of the brave. It does prove that the moneyed interests can dictate and have things worked to their liking. Truly a plain case of playing politics with human misery. To go into this thing further and dwell on the subject longer just tends to depress us and show us the futility of putting too much faith in this particular group of self-seekers and money gluttons.

Thank the good Lord, we have in this country a number of progressive employers, bankers and others in the business world, who can see further than their noses, and



ELABORATE

This Installation is the Work of L. U. No. 7



can see that the more the worker earns the more he spends, and by that means brings the real, genuine prosperity, the kind that will build this country of ours and really make it a country worth while, with a real solid foundation to build future prosperity on. "Boost wages and cut hours," would be a slogan to work with in order to boost prosperity and minimize unemployment.

Local No. 188 deserves great credit for its remarkable perseverance and endurance to carry on to rebuild its organization with the timely help of the International Officers, Brothers A. Wilson and Beck. These Brothers did a remarkable thing and staged a wonderful comeback. Let us offer you our heartiest congratulations and may success always be yours.

We see where the boys from Local No. 18 are "busting" into the movies in their natural state and with all union linemen. By natural state we mean as real union rough-necks. Just proves once more you never can tell what a wire jerker will do next, even if he is a rough neck. To see these boys in action we must see the movie "Cimarron."

One of the "burnest" suggestions we heard of in a long while comes from Local No. 427 in which one Brother, Scribe Armbruster, suggests using cars to haul accessories and material to the job for the employers in order to boost sales of jobs to the customers. The car question has been fought over for some time and cars have been outlawed for some time by most of the locals. It can easily be seen the unfair advantage car owners would have over those unable to afford them when seeking employment from the contractors.

One of the interesting articles in the JOURNAL is where they propose to use dwellings of one family size, possibly larger, all constructed of metal. The suggestion is also made that they might be able to heat the houses by utilizing the natural resistance to electric currents of the metal walls. Quite a unique idea.

The only and chief fault we can find with the whole idea is that we lose out in working opportunities in all these new ideas, which really begins to hurt. We often wonder how far all this will really go and what it will lead to in the end.

We wish to thank Brother Broach for his kind, thoughtful and personal letter. We can assure him it was greatly appreciated and went over big with us. You see, after all, we're frank to admit that we suffer from that human weakness that craves an occasional slap on the back. It helps to encourage the mere scribe's feeble efforts and makes him feel that he's a somewhat worthwhile spoke in the huge wheel of this great I. B. E. W. of ours.

Now we can report that at the last meeting our business manager announced the appointment of an assistant in the person of Steve Duhan. A wiser choice could not have been made.

R. S. ROSEMAN.

#### L. U. NO. 53, KANSAS CITY, MO.

Editor:

As Brother McGurn is busy housecleaning and painting, he has asked me to sub for him this month, so I will try to send in a few lines for the April issue.

Things have picked up a little here in the past six weeks, especially on the Kansas side. We had the good fortune to place four linemen on the job, namely, Brothers Chris Smothers, H. C. Clark and Orville Swenson, and a new man by the name of J. G. Swisher. Brothers Smothers and Clark have worked on the job before so they are not strangers to the bunch. Brother Swenson is out of L. U. No. 702 and has worked with Brothers

Roberts and Epperson, so he is not a total stranger. Brother Swisher, who was initiated in L. U. No. 53, recently, has been working in Topeka, Kans., and this is his first job in Kansas City, I believe. All the Brothers were glad to go to work and Brothers Clark and Smothers say they have the wrinkles out of their "tummies" and the blisters off the bottom of their feet by now.

There are a couple of small jobs coming up shortly so we may be able to place Brothers McTamney, Fisher and Turpin (who are on the waiting list) at work and we will be in pretty fair shape then.

We lost Brother Eddie Martin, better known as "Blackie," who crossed the Great Divide, March 2, 1931. Brother Martin was gassed over in France while serving with the 110th engineers in the World War, and he not overcome the deadly poison of the gas. "Blackie" made a game struggle to carry on for his wife and small child, but he could not overcome the deadly poison of the gas. We laid him away March 5 with Masonic and military honors and his six Brother troublemen acted as pall bearers. A host of friends and Brothers attended the funeral.

Brother Lester Daniel, of Independence, Mo., has been off sick for two months. We all wish for your speedy recovery, Les, and hope to see you back up at the hall before long.

Brother Walker, our worthy president, has been skipping a few meetings lately, since he went shooting trouble. He is falling in line with some more of the trouble shooters I could mention. While on the subject of attending meetings, I want to give some praise to Brother Billie Burkrey, the watch dog of the treasury, who has not missed a meeting since taking office. Keep up the good work, Billie, and maybe you can buy a Studebaker next year.

JOS. CLOUGHLEY.

#### L. U. NO. 83, LOS ANGELES, CALIF.

Editor:

Legal restrictions and limitations are the bane of the American public. More "don'ts" find their way into every organized society since the World War, and never before in the history of America has the right of personal opinion been more restricted.

In the past 12 years all manner of societies have been created for the suppression of

liberal thought in this country, both economic, political and religious. Sometimes it occurs to me that the Brotherhood is tied up with too many limitations, too many "don'ts," too many jurisdictions.

Consider the city of Los Angeles. It seems impossible, but nevertheless, it is so, there are four local unions chartered by the I. B. E. W., whose jurisdictions are within the city limits, all doing inside electrical work.

It is my belief that to change this unpleasant situation now would not immediately have its effect on the employers of our members, but I will say this: That all the bitterness and all the hatred that have been engendered by this jurisdictional squabble that has gone on for the past 10 years would disappear into thin air if the reason no longer existed; and it is reasonable to assume that we are not alone in the entire Brotherhood in this thought, as from time to time I have noticed in the WORKER that complaints are made by secretaries voicing a dissatisfaction in regard to overlapping jurisdictions in their localities, which have caused no end of trouble for our International Office and the local unions affected.

I want this thought to register with all parties concerned: If there was ever a time when a little clear and sound thinking regarding overlapping jurisdictions was necessary, it is right now.

J. E. "FLEA" MACDONALD.

(Editor's note: This member is in error. There are NOT four local unions doing inside electrical work as claimed.)

Many cases of overlapping jurisdiction have been corrected by the International—and numerous mergers required—in the past year. Others are being disposed of as fast as they can be reached and as conditions demand.

This local has long suffered from too much so-called "democracy" and "isms". Poor management and internal dissension have long existed. The local couldn't even place "limitations" or "don'ts" on itself. These conditions will be dealt with.)

#### L. U. NO. 86, ROCHESTER, N. Y.

The Machine Age, So-called, and It's Relation to Unemployment

Editor:

True it is that from the time of Adam man has been inventing devices to make his



THIS CREW FROM L. U. NO. 3 INSTALLED A UNIT COMPRISING THREE PUMP HOUSES, A NEW CONCRETE WHARF, AND THREE BUILDINGS FOR WASHING, FILLING, AND STORING OIL DRUMS; ALSO A MILE OF YARD LIGHT AND POWER LINES FOR THE GULF REFINING COMPANY'S PLANT, GULFPORT, STATEN ISLAND. COURTESY, HENRY OLSON, FOREMAN.



life happier and his labor less arduous. But in the six thousand years that have intervened since the time of Adam there has never been such a time of progress, in inventions and discoveries, as in the past 60 years. Also, there has never been such a time of depression on this earth as the present time, where a man cannot exchange a day's labor for a loaf of bread. True it is that there have been the deluge, great and terrible wars, earthquakes and plagues, but the causes of these catastrophes were not the use of machinery or mass production; only in the past 60 years has machinery started to cause any "hardship" to man.

So much labor-saving machinery has been invented in this small space of time that a complete list of them would be well-nigh impossible, but a small list of some of the important inventions and discoveries might be helpful at this time.

They are: Adding machines, aeroplanes, artificial dies, automatic couplers, automobiles, bicycles, carborundum, cash registers, correspondence schools, cream separators, disk plows, dynamite, electric railways, electric welding, escalators, fireless cookers, gas engines, harvesting machines, motion and talking pictures, pasteurization, railway signals, illuminating gas, induction motors, linotypes, match machines, gas blowing machines, monotypes, shoe-sewing machines, skyscrapers, submarines, subways, sewing machines, talking machines, radium, Roentgen rays, telephones, television, typewriters, vacuum cleaners and wireless telegraphy.

You hear one say that every seven or every 10 years or whenever the other political party gets in power that times are going to be bad. I disagree with these views because a study of business conditions, even since 1837, shows that there has always been something to come along that gave a new impetus to industry.

From 1837 to 1840 the timely advent of the clipper ship averted one of the country's first crises. Then, along about 1873, with the invention of a practical dynamo and with the use of electricity commercially, especially by street railways, came another area of prosperity. Then in 1893 cheaper and lighter bicycles opened up a new industry and greatly relieved unemployment at that time. The depression of 1907 was turned into prosperity largely by the growth of the automobile industry and it has continued down to the present time. The radio industry played a huge part in bridging over post-war conditions.

I believe that television and the small, inexpensive aeroplane will help us greatly in getting out of this present depression, although greater things than that are going to happen in the near future.

Our present social order cannot continue, the hours of labor must be reduced and wages increased not only nation-wide but world-wide. Mass production and labor-saving machinery have made serfs of the working people, reducing them to mere human automatons, and is a curse to them instead of the blessing that they were intended to be.

Under our social order the great blessings resulting from the scientific and mechanical advancement of our day have been counterbalanced by sore evils that are throttling the working people with their encircling tentacles of power. These evils are emanating from a gigantic and powerful plutocracy which is a direct hybrid fathered by the iniquitous social order under which it came into existence, and born of the machine in its period of development by a forced conception through seizure of the financial advantages made possible by it. The enormous amount of corruption that has ensued as the result of the centralization of such an enormous

volume of wealth into the hands of the few has never been surpassed in earth's history.

But out of this old social order will arise a new social order in which labor-saving machinery and mass production will be a source of real blessing instead of the curse of power in the hands of plutocratic overlords, as it is now.

CARLETON E. MEADE.

### L. U. NO. 108, TAMPA, FLA.

Editor:

Local No. 108 has had very little work this winter and the prospects are none too good for the future. The only work worth mentioning being that of The Borden Farm Products Co., of New York, who have recently installed a citrus juice plant here. This plant is supposed to be of an experimental nature and if the process proves to be a success and the product finds a market they are contemplating a much larger plant at some future date.

They are preparing the juice and preserving it under far different conditions from what has been tried heretofore. The oranges are brought into the plant direct from the groves by trucks the same day as they are picked and processed immediately thus insuring the customer with fresh orange juice as palatable as if just pressed from the fresh fruit. The process is interesting and it might be in keeping to give a brief description of how the fruit is handled.

Upon arriving at the plant the oranges are placed in an electrical washer through which they pass very slowly between long rolls of brushes immersed in water into which has been introduced a germicide thus destroying all possible chance of field mites or other contaminating material going into the juice. After passing the washer the fruit is carried up a long escalator through the slats of which is forced or blown a heavy blast of air which completely dries the fruit. At the upper end of this drying escalator the oranges fall on to a conveyor and pass several inspectors who carefully watch for any damaged or imperfect specimens which are removed and thrown into a chute which empties on the dump. The passed fruit continues on to the juicers which operate automatically cutting the orange in half and compressing it until

the juice has all been extracted. These juicers have a combined capacity of 120 oranges per minute and as you can imagine supply a steady stream of pure juice to the strainers which are the next step in the process. At this point all pulp and seeds are removed. The clarified juice is next pumped to a receiving tank on the third floor above, which is exhausted of all air by two large vacuum pumps. It then flows by gravity to a precooling tank on the first floor and is lowered in temperature to about 35 degrees, fahrenheit. It is then raised to the third floor again under vacuum and treated to a blast of carbonic gas which relieves the vacuum. After this treatment it flows by gravity to the juicing room to a receiving tank which supplies the filling apparatus. The filling is accomplished by the same type of machinery as is used in the dairy plants for filling milk bottles. As the filled containers leave the filling machine they are dropped on to a conveyor which carries them through a brine freezer with a temperature of approximately 15 degrees below zero, fahrenheit. This trip through the freezer takes 45 minutes. They are immediately packed in cartons and transferred to the storage department which is held at about 10 degrees until time for shipment. The containers are manufactured just outside the filling room and after passing through a sterilizing bath of hot paraffin drop through a chute to the filling machine.

Both the juicing room and the filling room which are the only departments where the juice is exposed to the air are of dust-proof construction.

The Borden Company are to be complimented for the painstaking efforts made to serve their customers with the purest possible product. They have exercised the same care in producing this delectable breakfast potion as they have always shown with their dairy products.

The writer can testify to the conscientious efforts on the part of all of their executives to produce a perfect plant. We wish them all the success to which they are entitled.

The electrical installation was made by Local No. 108 men working for the Robbins Electrical Company, a union job.

Moving pictures have been taken of this plant in operation and no one should miss an opportunity to see it as it is most educational.



LOCAL UNION NO. 22

Electricians' Class Conducted Under Smith-Hughes Act, Federal Board For Vocational Education. G. I. Lawson and Harvey Walker, Instructors.



The labor organizations of Tampa have revived the Building Trades Council and are planning for better co-operation between the contractors and the various crafts. We feel that we are taking a step toward preparedness for the better times that are bound to return. Now is the time to build, to get ready for them when they need our services.

R. H. SMITH.

#### L. U. NO. 113, COLORADO SPRINGS, COLO.

Editor:

In writing a letter having in mind some of the good, as well as evils of our WORKER, I have a few remarks concerning our official WORKER, which is considered one of the outstanding publications in union circles.

I can see good as well as not good in everything. Electricity, the force with which we work, has these inherent qualities. Good, because it supplies that need as burden bearer and co-worker of man; evil, because of its deadly life-destroying power, when wrongly contacted by the worker.

Man is not different from other forces in nature. He is empowered to direct their uses, and yet seemingly falls into some of the good and no good principles of the lesser forces. His wisdom does not help him at all times to be just, selfless and considerate, but he follows self inclinations and judgment is often misdirected; from habit really, because custom establishes human procedure.

When the I. B. E. W. was born, after a terrible struggle for recognition as workers, and when the water tank often was a meeting place to discuss problems for the formation of our union, and then to move on when a train pulled in, and to find a job, do some propaganda work and get fired, leaving a little leaven to grow into a nucleus of an organization. Moving onward to new fields and to repeat again and again this struggle to be born.

What publicity did such a group get for their efforts? None but ridicule and such that was filled with ignorance and prejudice against progress. But ambition moved forward at any cost, having in mind freedom and liberation from ignorant slavery and enlightenment for a noble and necessary industry or profession.

The time would and did come when through the pages of their own forum they could get their story told and make possible the eradication of ignorance from the minds of men and thereby lift their fight into the realm of stability with its attending success, until, by its stories from the scribes from city and town and around the circuit, fused to hold the line intact until relief would come through adequate organization. This activity told by the scribes of the unions was the germ that inoculated the whole of the membership with optimism and was the inspiration also the stimulation for ultimate success to the then infant organization.

These scribes being the backbone of the forum, it was they who fought one of the primary fights for the great upbuilding of our international organization. Only through their selfless efforts could the story be told that was denied by the press. And today these scribes keep the great fight in the foreground with its same stimulating and force building properties.

The rank and file of the Brotherhood having by habit relied upon the news these scribes brought to them, read and reread their letters and could see a job, a growth, expansion and success for the union's efforts. And these successes were largely the efforts of their own. No help from the frail and budding infant, so the stories were the true and firm pictures of pioneer days.

The same habit prevails today. How each

worker reads the scribes' letters and leaves our present scientific data for after hours, when he has leisure and time to absorb them. How often some of the greatest utterances, food for thought, and inspiring subjects are brought to our attention in these scribes' letters! And to sum up a large portion of the facts, these scribes are chosen from the membership, lack schooling in scientific research or college or university life and training, and yet from the few hours left at their disposal after the toils of the day are over, to journey home and do the chores, entertain his little family until all the kiddies have retired to rest, and in a few hours or so grab all the learning that may be required of him to cope with brains, is truly wonderful. What humor, pathos and logic these chosen ones can write about.

The fires are kept burning, and if they ever go out it will be because the scribe has either been censored on his writings or space is cut short and disgust fills his breast.

The spirit of the pioneer, while still within us all, can be crushed because of modern methods of journalism. We build our organization on it, we look to its future on it, and can see its final obsolescence unless changed. (To be continued.)

W. A. LOBBEY.

#### L. U. NO. 150, WAUKEGAN, ILL.

Editor:

A few days ago I was talking to our business manager, about the working cards that we are using in our local. He informs me that the cards are being mailed in 100 per cent, and that the records are going to be a great help to the local in determining the amount of work that we can expect year to year and that they will show the demand of the various contractors of our territory for our men.

At different times when some contractor wanted some concession from the local they would tell us that they employed six or 10 men all last year, and that they should be given some favor. While if the real facts were known, they only employed the six or 10 for a few weeks during that year, while other contractors employed three men the year throughout, and the total man hours was greater with the contractor who employed the three men, than the other one. These records will tell us just who is entitled to any favors.

Lots of times some Brother will tell how much time he has lost, but now the records will be an indisputable fact as to how much time any Brother has lost or worked.

Some day I hope through these records that we will be able to operate our waiting list, from the information we will gain, and give every Brother an equal share of the work that is being done in our territory.

Now I want to unfold an idea that these working cards have given to me.

In the good old days when all the information you could get regarding the amount of work in some other territory, was to meet some boomer who had just come from there, and generally a meal or a couple of beers would start him talking (I know that it always started my tongue to wagging) and if the Brother had good luck in that territory he would pass the good news on to you. In fact, it was about the only way you could find out where any big jobs were.

But the desire for information regarding working conditions is greater today than it was in pre-Volstead days. This is proven by the fact that there are several large companies who furnish clients with information regarding the conditions in any part of the country and they charge real money for doing it.

With the working card system, each local knows how many men are working, and it would be an easy matter for each local to mail a card to the International Office once a month, giving the percentage of the membership that were working. For instance:

If Local A had 100 members and 75 were working, conditions would be 75 per cent.

If Local B had 160 members and 150 were working, conditions would be 75 per cent.

If Local C had 500 members and 250 were working, conditions would be 50 per cent.

If Local D had 1,000 members and 750 were working, conditions would be 75 per cent.

If Local E had 250 members and 250 were working and they had 25 permit men working then the working conditions would be 110 per cent.

This would add on work for the International Office but could be minimized by placing the percentage of men working after the number of the local in the Local Union Official Receipts section.

Local Union	Viz. Per Cent	Numbers	
A.....	75	00001	00007
B.....	75	1000	10078
C.....	50	20000	20098
D.....	75	30000	30065
E.....	110	40000	40009

and any member desiring to know the conditions in any particular part of the country would only have to refer to the number of the local in that territory.

Now about our school. Next meeting we are going to tear the watts, circuits and phases out of a three-phase motor that one of our trusting-to-luck, kind-hearted Brothers has loaned to the school, and some time in the dim future we are going to rewind it. (Yeah). I hope this Brother did not take the motor off his water supply pump. If he did he is going to be without water a long, long time.

The attendance at the school has been better than ever expected, and the interest shown is very keen. After we have covered the elementary fundamentals of motors we are going to start splicing instruction, but that will be next winter when the heat from the furnaces will help heat the hall.

Work is not so good here, but everyone seems optimistic and all are hoping for the best.

W. H. RANDLE.

#### L. U. NO. 175, CHATTANOOGA, TENN.

Editor:

We, or they, have just finished the city election for mayor and four commissioners, and so forth down the line. Will say that the ones whom we were able to get some support out of went back in office. I don't know if we should expect 100 per cent of them or not, but were glad to get out of them what we did, and, of course, we are up and asking for more, which I hope to be able to tell all about later on.

Brother E. E. "Red" McDaniels is business manager of the Building Trades Council and is re-organizing it and getting it up in fine shape. He is also nominated for president of the central labor body. The election will take place in April.

Last meeting some one requested me to mention the fact that we didn't have any receipts listed in February JOURNAL. How about that?

Might let you know how some of the boys fared in wages last year: Journeymen, \$1,900, \$1,069, \$2,500, \$1,077, and one helper,



\$1,300. That is the five members I could check up on at the last minute before writing and some of the Brothers made less, I'll be safe in saying. We have no way here to divide the work as in some places.

Once in a while some of the Brothers pick up a little common labor to make car fare to get in and see how things are coming along.

E. E. CROSBY.

#### L. U. NO. 177, JACKSONVILLE, FLA.

Editor:

Just to be different, I am going to say that we feel optimistic of the future of this local, its members and the Brotherhood. We have noticed a difference here since the new laws were adopted and our new International President has been at the helm—new blood has been injected into the official family and the results thus far have been reflected through the locals. We in this section are fortunate in having so able a representative as Brother Wilson, and, if we may make a prediction, we believe that the locals in District No. 5 will go forward and be ready to take care of the work that will come with the revival of business. He and his able assistants will do their part, we are sure, and if every member will do his part the results will be astonishing.

Business here is on the mend and the building permits for the last month (February) were almost as much as for the January and December business combined.

Of course, we have plenty of unemployment yet, but the February permits issued will be reflected in the March work reports. For the period from December 1 to February 28, our members were employed nearly 42 per cent of the time, with the last months showing about 46 per cent. Of course, warm weather comes earlier here and as a matter of fact our winter business is very little different than other seasons as far as building activities go.

We are making preparations to regain some of the maintenance and repair work that has been denied us in the past. Action was taken at the last meeting that will eventually enable us to meet some of the unfair competition. Steps are also being made to secure some more work that we have never received a proportionate share of, namely, city and county work. Politicians have used city and county work as a political football here for a long time. Usually about a month or two before an election, there is a little rifle on the political surface, caused by labor, but the result has never been the cause of any great amount of real accomplishment. This year we have proceeded in a different manner and there has been laid the foundation of what will eventually mean the placing of members of organized labor on an equal footing with the political "non-coms" who are a stumbling block in the way of real progress.

We have been running classes in vocational training this winter with very good attendance. Every man who has been a regular attendant has been greatly benefited and we are already laying our plans for a bigger and better class for the next term, with a good chance of a fully equipped class room. All organized labor is co-operating to make these classes a success and we expect to have the full co-operation of the members of the county board of education in this matter. If we expect to keep up with the modern system we must fully prepare ourselves to advance with the industry. Our class is 99 per cent union, showing that the members realize their responsibility. What has been done and can be done along educational lines for workers who have been limited by economic reasons, is fully demonstrated by the illustrated article in the Feb-

ruary JOURNAL (School Conducted by L. U. No. 3, N. Y.).

The wiring of the St. Johns River bridge (ornamental lighting) is nearing completion. It was a good example of co-operation, and our members are to be congratulated upon the way this job was handled. The contractor, Brother Miller, of the Miller Electric Company, appreciates the manner in which our boys put this job over. The Brewster hospital job is also about to be turned over, and some of the boys who have been "at home" there for several months will soon be changing their address. We understand the shop (Knapp and Company) have some other good work ahead, so we won't have the men warming the chairs in the hall for long. We like their company but it interferes with business to have them around.

We have received advance information on the revised national electrical code, Mr. Graham, our city inspector, having just returned from the meeting of the code committee in New York. The changes have, as usual, had a tendency to reduce the amount of labor required and have also opened the way for extensive savings in material in some cases, especially in power wiring. Like every other line of industry, electricians feel the result of labor saving devices and materials, and our aim should be, not to see how many electricians can be developed, but how good we can develop them, for, with the present trend, a man will be able to accomplish as much in six or eight hours as we used to in 12. The only solution is to shorten the working day or the number of days, or both, so as to give an equal distribution of the work, then take the very best mechanics we have and take the rest and teach them tatting or some other useful occupation to keep them from going daffy. We will be obliged to take the older ones, who are unable to keep up with the speed demons of the present age, put them on maintenance and minor repair work where speed is not so essential, for after all the man who has the most all-round practical experience makes an A No. 1 trouble shooter; he usually knows what the trouble is at a glance and what to do. With all of our present day gadgets and improved methods nothing is quite so valuable on any job as all round experience. Every mechanic, regardless of what branch of the industry he works in, should not lose one single opportunity to learn the business from A to Z, so that when age begins to slow down his hands and feet, he will have a storehouse full of knowledge where it will be exceedingly useful to him when he is no longer able to keep pace with the younger generation.

E. C. VALENTINE.

#### L. U. NO. 180, VALLEJO, CALIF.

Editor:

No doubt, many have read in the San Francisco newspapers that there was over \$50,000,000 worth of building to be started about the San Francisco Bay district this year—Richmond, Berkeley, Oakland, and San Francisco. The editor might have also had reference to the \$10,000,000 cruiser No. 38 to start some time this year. Maybe also to the cruiser Chicago, which will be completed within the next 30 days. These last two jobs were not mentioned in the article.

Now, Brothers, don't take this paper talk too seriously and spend your savings on traveling to California. As I see the situation here it is serious. A great majority of the electrical workers on the Pacific Coast are working not more than three days a week and it is a hard struggle to keep the Brothers in good standing. So if you take my tip you will leave California out of your route, as all you will find in California is

beautiful weather and we always have plenty of that.

There have been 30 electrical workers laid off from Mare Island Navy Yard during the past five weeks and 25 per cent of them do not carry cards and within the next three weeks there will be from 30 to 40 more laid off, of which 85 per cent do not carry union cards. Most of these men are good mechanics and can all hold down the electrical worker's job outside at less than the scale.

These men have all been begged to come into our organization. Many of them are ex-members. But they shake their heads. Therefore, Brothers, should you take an application from a fellow who has worked on Mare Island, if you will write to Local Union No. 180 for information, maybe we could tell you what you want to know about the applicant.

I want to say a few words about Brother Amos Feeley, our district organizer. Brother Feeley came to our rescue some four weeks ago and we are proud to say that with the assistance of Brother Jimmie Campbell, Brother Wyman and one or two other members, we were able to land about eight of the outstanding ring. Brother Feeley did excellent work while he was here and we hope to see him back on the job soon again to complete our drive for new membership.

Last meeting, February 26, we were pleased to welcome our International Vice President, Harry Brigaerts. We had 30 members present and a very lively meeting. While we have a very heavy and husky local manager in Brother Wyman and a very able student in Brother M. Larson, as president, we had far too big a subject for either one of them to settle satisfactorily.

Therefore it was necessary to call upon Brother Brigaerts to straighten the difficulty out.

J. W. CARRICO.

#### L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

Anaconda, Mont., L. U. No. 200, letter of March, R. J. Morrow, signer, requested to hear from press agents regarding a plan by which the big expense of locals may be reduced. To say I favor your plan would not mean anything towards bringing it about. A plan by which locals must go together in order to be able to do what ought to be done in and around a stated territory or perhaps a whole state, while I do not believe that state boundary lines should be the idea, but more reasonable would be a territory that could be better handled from the local's location. Of course boundary lines should be drawn to establish the jurisdiction. In order to make any headway in a movement of this kind that may be effective it would be necessary to make a law to cover such a plan, as I view it. To bring about such a plan would mean the biggest move ever made in our Brotherhood. I also believe one of the greatest that could be made at this time.

To move along as we are now, it may be possible to get a number of locals to join together for some good reason, but oh my, what a job it is! First conversation between the locals and in the locals between their members, then again between locals and the International Office and this effort may continue, and should the International Office rule for a local to go over to another you have perhaps two-thirds of the members who do not wish such a move and are no good to build with. But should it become a law of the Brotherhood matters would work out better.

I think a feeler could be sent out by the



International Office to establish the fact as to just how our locals and members feel about trying to help themselves. A plan could be drawn up showing the main points and requesting the locals to send in their vote, requesting that the law be changed to make the plan workable, or if they are not willing to go along vote against it. Should it go over with a favorable vote, then, the International Office could send out an amendment to the law to be voted on. Should it carry I think the balance of the work to make it effective would find many willing workers and the big thing will mean a much better future for the I. B. E. W.

I do not know of any better way to bring about a change than to make a try and at the same time get the facts as to the per cent of the members' willingness to go along and a vote will come nearer to establishing that point. I do not favor our system of setting up small locals unless they may be able to support a business manager and do it. In the past perhaps it was working quite well but things have changed and if the Brotherhood does not keep up with the times they will find themselves on the losing side.

I am in favor of the big local idea because they can get the finances to do the work that is necessary to keep going and build conditions under much less cost to its members. Also, by covering more territory they may be able to control the wages in a more uniform order, as well as line up more men working for the local. I fully believe it a good plan if for no other reason than to be able to meet the big companies, power, telegraph, telephone and other electric concerns. These can all be handled in time. The employees can do it but an understanding must be had between them and the best way to have that is through the Brotherhood and the big locals can be built to bring this about.

I may join in with Brother Morrow, requesting more talk and efforts towards the expanding plan.

F. C. HUSE.

(Editor's note: No new law is necessary to establish new boundary or jurisdiction lines. The International has the right to require amalgamation and to establish any new boundary lines deemed necessary.)

These do not always mean more strength or better conditions. They sometimes mean more confusion and less organization. Each case must be decided on conditions found to exist, after surveys and studies have been made. The International is now making such surveys in several states. Numerous changes have been made in various sections in the past year.)

#### L. U. NO. 212, CINCINNATI, OHIO

Editor:

Some time during the latter part of October, L. U. No. 212 took action, at the request of the business manager, to place an assistant business agent temporarily, in the northern Kentucky district, which our jurisdiction covers.

This action was taken with the supposition that this territory could be whipped into shape for the benefit of our members. In the opinion of the writer, this is a very prospective field, in view of the fact that there is a population of approximately 225,000 inhabitants in the towns across the river.

While we have several small shops in this territory, we are not getting the results that we feel we should in a locality as large as this.

Up to the present time, nothing has developed in regards to this matter, and the writer is at a loss to understand why, unless the expense attached thereto would have a

tendency to prohibit this very necessary and important step.

Taking it for granted that such is the case, let me say with all sincerity that it isn't nearly as expensive to keep an assistant business agent in the field as it is to have 75 or 100 of our members out of employment several months each year.

Please don't misunderstand me, I'm not foolish enough to try to make you believe that by placing an assistant in the field that he could have all these members working, but I do believe he could help to relieve the situation considerably if given reasonable time. As you all know we claim territory jurisdiction within a radius of 20 miles of the public square, in all directions. Did you ever stop to realize that this means a distance of 40 miles in diameter? Quite a good deal of territory for one man to cover, don't you think?

I think that our organization is large enough, and I know that our territory is. It just depends on whether the members are liberal enough and big enough to meet this suggestion fairly, and I haven't seen them turn down anything yet, if it was put to them in the right light.

W. F. MITTENDORF.

#### L. U. NO. 214, CHICAGO, ILL.

Editor:

Having received favorable comment from some of our Brothers on my letter in the February issue, which was appreciated, I again take typewriter in hand to hand out a line or two which may be of interest to all of us.

Quite a few letters of recent issue relate of efforts being made to relieve Brothers in distress in order to keep those Brothers in good standing. We, too, in a small way, have adopted a system of relieving distress. Recently we voted favorably to borrow \$200 from the general fund and place it in a separate fund for this purpose. Any one of our members finding himself in dire circumstances and who has been a member in good standing for a considerable period of time can by making application to the proper authority have his dues paid by signing a moral obligation to pay same back when circumstances permit. Those members working five days or more per week are at the same time asked to contribute to this fund. Let us hope that we have a fine response from those Brothers who are able to aid us in keeping distressed Brothers from losing their standing.

Most of us are by now fully aware that there exists an economic depression—oh yes—such an animal really exists, but perhaps many of us who work on railroads don't know just how much we have been hit especially as it affects us shopmen on the Northwestern R. R. Now let's take a pencil and paper and attempt to figure this out. For example let us contrast 1929 with 1930. You see 1930 is very vivid in our memory while 1929, business and financial men tell us was a very good year. In 1930, you electricians working in the shops, had you worked every day offered, you would have earned a total of \$1,350.40, a monthly average of \$112.50, or better still, a weekly average of \$26; while the same figures based on the year 1929 would be as follows: Year, \$1,774; monthly average, \$146.50; weekly average, \$34, or a loss of approximately \$8 per week. This means that during 1930 your earnings decreased about 25 per cent. Let us hope the 1931 ledger will show to better advantage.

The above figures are perhaps somewhat ambiguous in their relation to living conditions, so let us place them in the frying pan for dissecting as to what they constitute

to the average family of five. The total monthly wage is \$112.50. Fine! A roof over our heads is first, \$30; we now have \$82.50 left. Next in line is food—50 bucks for this item, which means an average of 13⅓ cents per meal. This isn't much but that is all we can apportion, so we leave it at that. Following this item is clothes—well, let's say \$10 for this, or \$2 per head. This will probably buy a suit of underwear or a pair of shoes for one of the kids. The grown-ups are supposed to wear their last year's clothes. These two items amount to 60 simoleons; balance now is \$22.50. Inasmuch as we are speaking from the electrical point of view, and consuming our own product, we shall place next on the list, electricity and its sister companion, gas, amounting to five berries per month. You see we do our own washing so we, therefore consume quite a bit of gas. No coal is used as we live in a basement flat and the pipes above our heads heat sufficiently—that is, we can stand it—so we will have to leave coal out of the picture. We still have \$17.50 to spend.

Now I am in a quandary. What shall I spend the remainder on? Well, let's see. As a rule kids like milk, and besides health authorities tell us milk is good for the kiddies and, inasmuch as we may want their assistance to keep us in our old age we shall give them milk. "A quart a day will keep sickness away" is the slogan. We cannot afford this much so we will give them a pint a day instead—total for milk, \$6. Balance, \$11.50. Next in line is furniture. We can't give this much so we will add another \$3 for furniture, bric-a-brac, etc. Another dollar for pencils, paper, newspapers, magazines, etc. Still another dollar per month for carfare hunting bargains, leaves us now with a balance of \$6.50.

Union dues, sick and accident insurance, life insurance, etc., take at least four bucks per month, so in the end, I still have \$2.50 to spend extravagantly as I see fit and I do hope that I may hear from some of the boys advising me as to how best to spend this balance. Gee, I surely had a hard time spending my wages, but I finally got them spent.

So in conclusion let me say that I always welcome suggestions as to how to spend my money. We of 214 are still holding the fort for better or for worse.

A. M. CORAZZA.

#### L. U. NO. 226, TOPEKA, KANS.

Editor:

An era of depression is always dangerous for labor unions as much as it is for business in general, only in a different way.

The very backbone of a labor union is the integrity of and confidence among the members. Just let those members become suspicious that some Brother is working for less than the scale or violating his oath in some other way and confidence is destroyed—unless level headed Brothers are able to quiet suspicions and keep radical and thoughtless members from doing the same things in retaliation.

We usually judge others' motives by our own and at a time when jobs are at a premium and men are willing to sacrifice most anything to get a little work with which to feed their families or pay an overdue installment on the flivver, their nerves are apt to be jumpy. This makes it easy for a disrupter to set hungry members against the ones having jobs.

If ever there was necessity for true union spirit and cool judgment it is in times of depression.

To date, we in Topeka have held ourselves together in fine shape, but reports have it



that conditions have slipped some in other cities.

Most men know, if they would stop to consider, that underbidding their Brothers in wages or time will do no good and only encourage others to go and do likewise.

While a seemingly momentary advantage for himself may appeal to a selfish or desperate man, it can become destruction for all and working conditions which have taken years to build may be lost never to be regained, by some momentary let down in vigilance at such times.

Every union is confronted by shop jealousy, I presume. This is usually caused by men in rival shops, nominally good union men but who forget their union principles in their ardor to advance the interests of the shop in which they work.

Lowering wages or working conditions won't make more work, my Brother, or help personally in the long run. Place your union ahead of any shop and you will not only help yourself eventually but you will aid your shop more in the end by helping to maintain wages and conditions. It's a poor time to rock the boat.

Brother George Sheldon, who fell with a ladder several months ago and injured his right knee, is still laid up at this writing.

The 1931 Kansas legislature was probably unique in that it got through its session with less legislation favorable to labor than any other on record. And all because of the determination of one or two individuals, who were supposed to be representing organized labor, destroying the harmony and efficiency of an otherwise united labor lobby.

J. R. WOODHULL.

#### L. U. NO. 230, VICTORIA, B. C., CAN.

Editor:

Do the members of any of our locals who pick up their copy of the WORKER, turn a few pages over aimlessly and then throw it aside, ever realize the amount of hard work and brains entailed in its preparation?

The careful selection of articles by leading writers of the day on subjects, which, owing to the deep, wide-spread depression existing at the present time, are of vital importance to the workers.

Take "Comment" for instance by our President Broach.

The concise, clear-cut comments made therein are already beginning to take effect, like a sharp axe which cuts away a dense growth of poisonous ivy from some building and lets the bright sunshine illumine the dark, musty interior and drive out the noxious vapors and there is a notable decrease in the long-winded, dreary discussions which serve no useful purpose, only giving members an excuse for non-attendance at meetings.

When the civic employees of Vancouver, B. C., asked the authorities for their promised raise in wages they met with almost the same kind of treatment as Oliver Twist when he had the unparalleled audacity to ask for more porridge. This elicited an editorial from that sturdy champion of the people's rights, the Vancouver Sun, written in that paper's usual, trenchant style, as follows:

#### Labor and Hard Times.

"Objections are made to the salary increases claimed by civic employees on the ground that during hard times labor must take its bumps the same as businesses are forced to take their bumps.

"No argument could be more false. For it is only during hard times that the labor man can have his innings.

"When times are good, prices go up.

Business men and merchants take their extra profits and wallow in the opportunities of a soaring stock market. But the working man has his certain definite salary, and out of that salary must pay the higher prices incidental to prosperity times.

"When hard times come along, prices eventually drop. It is only at this time that the working man can enjoy the same prosperous era that comes to the business man at good times.

"Do Vancouver people begrudge the working man his little innings?

"The prosperity of any individual is only relative. A man is prosperous in proportion to the amount his dollar will buy.

"The working man's dollar buys more during hard times than it does during good times. On the other hand, the business man has fewer dollars during hard times than he has during good times.

"To deny the civic employees of Vancouver their promised salary increase is to deny them the privilege of enjoying a prosperity that has already been enjoyed by business and commercial Vancouver."

SHAPPIE.

#### L. U. NO. 245, TOLEDO, OHIO

Editor:

Spring is here (Tra-la-la-la) again after a long, hard winter; April showers will bring May flowers, but the adopted slogan for many electrical workers this spring will be a job, a job, my kingdom for a job. Flowers are all right for certain occasions but the most popular weed right now is the spinach or the dandelion. Even the lowly cabbage will retain its prominence where only mushrooms once sufficed. This present depression has been responsible for a certain remark that I heard the other day—Two broken down linemen—one said to the other, "We linemen have had our day, we will never see things like they were a few years ago." How many of you believe that? How many believe that labor has reached a peak and is going backward? It may appear to some that progress has been retarded to some respect and we are not going on in leaps and bounds, but, my dear reader, don't you ever believe that labor is dead and that our best times are back of us. Get back of your organization. Support it. Believe in it. Attend meetings. Use your ballot and your voice in your local union to help straighten out any condition that in your mind has been neglected or apparently ignored. If you have dead timber in your field, get rid of it, and to do that you must go to meetings. And by doing that you have re-established organized labor in its standing of a few years back. Labor, like big business, is getting wiser each year. By that I mean labor organizations and not the individual. And within our own organization we have men with the executive ability to compete with the large corporations, but can they count on your support? Are you back of them? Are you attending your meetings? If every man in the I. B. E. W. would give his moral support for one year we would have the greatest labor body known.

But that is not news to some of you and you don't care to hear it. On March 21 there was a dance and card party given at the new service building of the Toledo Edison Co. On the committee were two members of No. 245, Ernest Brown and Fred Yackee, who worked hard to make this a grand success. Only for these two men's hard work and the help given them by Jake Distel of L. U. No. 8, who had the support of the members of that body, it would have been a flop. Union music was in abundance, union printing was used

in securing the tickets. And everything went over in a big way. James Greisinger and Harry Hoover were the cloak room orderlies and were kept real busy.

Martin Graham has his Whippet running again. The same one that he laid up last May for a universal joint. But he at least owns the car even if he hasn't had the use of it. That's more than the writer can say.

Louis Shertinger has reported for light duty after a few weeks off with a few cracked bones due to slipping down a sleet covered pole in the last sleet storm here. Larry Shaub is in a Hospital in Cleveland for a short stay, due to injuries received a few years ago. Little Charley Hitzman has come back to work after a few months spent in Texas in the oil fields. Floyd Shumaker is considering going into the sheep business. You all know Floyd, he is the tenor in our quartette here.

EDWARD E. DUKESHIRE.

#### L. U. NO. 271, WICHITA, KANS.

Editor:

A voice from the dead but still among the living. With nice weather and no work, half of the boys loafing all the time and half loafing half of the time, now that the game of double cross is over the results are the postoffice is being done by Lary of Dubuque, Iowa, and common labor. Nice work, I calls it. Watch Lary of Dubuque. We hear that times are going to be better. We know that as they can not be any worse.

We see by government statistics labor production has increased \$333.00 and labor wage has increased \$19.00. Well, boys, how are you going to buy what you produce?

Our building trades are progressing nicely. Give them time and they will be leading the way, but it will take some time under the conditions that exist in this locality due to the open shop movement some years ago and the trade involved.

Quoting President Broach: "Men are so few." Our power company has most of the boys scared out of the local and they are going merrily along with the bunch of clum somes.

We are for the change in the by-laws as to changing the time of national conventions and more organizing.

Well, the contractors' state law is not going over. It reads the contractor and apprentice will do the work and the journeyman will pay \$10 to watch them. Well, boys, let's get one ready for the next legislature that will benefit us all and then all together boys, we are for this kind.

A TRAMP.

#### L. U. NO. 298, MICHIGAN CITY, IND.

Editor:

The correspondence section of the JOURNAL has not contained a letter from Local No. 298 for some time. There is a reason. We are good readers and listeners but poor talkers and writers. After seeing the long letters sent in by other locals expounding some individual's idea of how to stop the business depression, how to run the universe or how to fill up space with nothing, no press secretary we could appoint had the nerve to ask the editor for space in which to compete with these tireless letter writers.

Now we feel that loose-tongued orators and their letter writing counterparts are going out of style, as recommended by President Broach in his comment section of the JOURNAL.

We have an idea that the correspondence section of the JOURNAL was primarily meant for news from locals which is of general interest to the readers.



Technical discussions, economic lectures, poetry and cooking recipes have their proper places in the JOURNAL and are appreciated but we don't like them in the correspondence section.

We don't want to knock, so now, if we're wrong on this matter, put us straight and we will begin sending in letters that will fill column after column. Otherwise we'll send in short letters full of optimistic news items concerning the members, the local and the community in which we work.

PHIL CALLAHAN.

#### L. U. NO. 324, LONGVIEW, TEXAS

Editor:

Well, Brothers, we have just organized a local and it looks as if we are to have fair union conditions. Charter was installed two weeks ago and we now have a membership of 21.

We haven't an agreement signed as yet but, thanks to Brother Ingram and the committee, we expect to have all the contractors signed up before this goes to press.

Most of the work here is "shotgun" and practically all knobs and tubes. The Brothers here are making from two and a half to three days a week. Well, this is all the news from Local No. 324.

A. GARLINGTON.

#### L. U. NO. 329, SHREVEPORT, LA.

Editor:

Well, as another month rolls by, Local No. 329 is still on the map and on the top. We are all hanging together and we should do so elsewhere. Conditions around Shreveport are fair and you will find them so in all good sized towns. But when you get away from those towns from 20 to 30 miles you find conditions bad, such as they are, long hours, little pay and no conditions. And here is why: Most linemen are the fault of these conditions. In the smaller towns linemen are not much organized. Once in a while you will find one organized, and he works with that kind of boys or men. He goes a little farther and finds the same condition, and probably a few more linemen are made. No one talks to those boys about getting into the organization. These boys without cards don't know what organization means, and we card men must teach them. There are just too many without cards and they take the place of many men who would be employed if it weren't for them. We ourselves are the cause of that kind of men, as we make them every day.

I don't mean to say that we shouldn't have any apprentices. We must have some, but not so many. We should teach an apprentice his trade, and, also, the trade the union has, union principles, union conditions, union wages, union wages to his fellow worker—in fact, make a true bred union man out of him.

Some of you old timers, who worked in Shreveport about eight, nine or 10 years ago, you will remember Boxer Laurence, better known as "Boomer" Laurence, who is shooting trouble here. He has come into our organization and he is in to stay, and will say he tells that himself.

"Stormy" Davis is on the job every day and he is farming on Curtis Lane Road. He wants to do some trading. He has two guns, two dogs, two pairs of boots, two boats. He wants to trade them for a cow, three sows, and 100 chickens. He will pay the difference in cash. If you are in a trade, write him in care of W. J. Davis, Curtis Lane, Shreveport.

We have another man in the meter department who joined our organization and is sitting in the front row testing meters. A lot of you boys know him. It is Mike Fredge. We are all proud of him.

ROBERT C. HORN.

#### L. U. NO. 349, MIAMI, FLA.

Editor:

We of Local No. 349 could devote columns of space to deflated booms, hurricanes, depression, unemployment, bread lines, etc., for our troubles began two years before the general depression set in, but we are going to refrain from dwelling on such subjects, and leave it to other locals not so accustomed to these conditions to express their views, and offer their various cure-alls for the same. We, now, accept them as a matter of fact, and a necessary part in the general scheme of life, and some of the destructive forces to be coped with.

Local No. 349, being a progressive one, was not content to stand idly by, and wait for good times to return. Instead we got busy and started what has developed into one of the most up-to-date trade schools in the country. Here is a grand opportunity many locals are overlooking, and one the International Office should specialize on at the earliest possible moment, and try to standardize as nearly as possible our methods of instruction. Space in the JOURNAL does not permit me going into detail as to the operation of the school, nor to mention the most important parts in connection with it, but to sum it up briefly, we are following out the plan adopted by the vocational teachers at their national convention last fall. We find that by this method, we eliminate a lot of lost motion and get straight to the point at which we are driving. After having the many advantages of trade school training pointed out to them, the membership of Local No. 349 soon realized that this was one, if not the best, way to bring about a much higher average in the ability of the members, which will automatically help to equalize the working hours per member. Our trade school has also been an important factor in bringing about harmony and co-operation among the members, because everyone realizes it is something they have in common, and which is helpful to the entire membership.

If every local in the I. B. E. W. had managed as we did with our trade school, the locals and also the International would be in better shape, financially and otherwise, than they are today. Every state has a director of vocational training employed by the federal government, who has to spend the money allotted to him on vocational classes in order to hold his posi-

tion, and they are all doing it. But how many members of the I. B. E. W. are on their pay rolls as instructors, may I ask? How many have a voice in what they are teaching, and most important of all, who is keeping a check to see that these public funds are spent as called for by law? i. e. no one is eligible to attend these classes unless he is employed at the trade! This should be double checked. The International Office and the various locals are to be commended for their educational activities, but why not standardize them? Why not have our own members as instructors at \$3 per hour and up, paid out of this public fund, the classes to be held in public schools, properly equipped, with heat, light, etc., furnished? If this were done some locals could divert their school funds into other useful channels, and lighten the load on some worthy Brothers who are having a hard struggle. At present our school is teaching five subjects: drafting and layout, materials and trade terms, applied mathematics, code and ordinance, radio and sound, and as the classes progress subjects will be added to meet the demand up to and including a college preparatory course for those who wish to follow electrical engineering, as a profession.

In closing, let me advise all ex-members of No. 349, and others who are thinking of coming to Miami, not to believe any of our newspapers in regards to a big building program, for if you read carefully, it is nearly all "proposed," and out of our 158 members, less than 10 are getting steady work, over 50 per cent have not got in a day in three months, and will not until late this fall, so before starting communicate with Brother Frank Roche, business manager, for true conditions.

R. H. COLVIN.

#### L. U. NO. 353, TORONTO, ONT., CAN.

Editor:

Of course things are flat in the building trade here in Toronto. We have over 25 per cent of our men idle, but feel that talking hard times is not going to make things any better.

Our president appointed a special educational committee some weeks ago. They have arranged weekly lectures on subjects of interest to building trade mechanics and to date the lectures have been well attended and favorably received. These meetings are held on Saturday mornings. The first subject



L. U. NO. 349, TRADE SCHOOL CLASS IN DRAFTING AND LAYOUT. L. H. WESSELLS, INSTRUCTOR.



was general starting equipment, and was handled by one of the engineers of the Canadian General Electric Company.

The following Saturday the lecture was on photo electric cells. I have not the name of the speaker as I was out of the city at the time. I understand the next subject is technological unemployment. Just what that means I don't know but the speaker is Professor Brady of the University of Toronto and he will probably enlighten us on that score. I am afraid that I am none too familiar with these matters on higher education so I will have to refer those who want more information to Brothers Smith, Ove and Pollock, who constitute the educational committee.

Following several conferences with International Vice President Michael J. Boyle, of Local No. 134, Chicago, we are planning a definite form of unemployment relief along the lines of that now in use in the "windy city." Brothers Godden, William Brown and Ted Curtis are the personnel of this committee and I consider this the wisest selection that could possibly have been made.

It looks like the International Convention will be postponed for two years, but we are going to try to have an Ontario convocation of local unions to discuss provincial licensing, apprenticeship and rural re-organization. We don't know whether the smaller locals will co-operate with us on this subject but we feel that everyone would derive a great deal of benefit from such a get-together. We in Toronto want to prove ourselves as useful to our neighbors as our Chicago and New York friends have been to us.

Speaking of Chicago, I was there with the Maple Leaves recently and, as usual, called on Mike Boyle, to accompany me to the game. Mr. Boyle was out of the city, so I had to go alone and our team was defeated. When your mascot lets you down something should be done about it, and I think that I shall appeal to the International President for a ruling on this very important matter.

They tell me the boys here had a real hot meeting while I was away. Velled threats and what not floated through the air for several hours, with the result that every one unloaded a lot of cantankerous matter off their chests, then finally decided we were all good fellows and surely the local is none the worse as a result of this more thorough understanding of ideals.

They say the business manager's job is to find work for the members. Building is at a standstill just at present, so we have been agitating for the erection of a new sports arena in Toronto this summer. At present the necessary cash has almost been completely subscribed for so here is one thing we can promise the boys in the very near future.

The thing that I can't get out of my system is that we should be doing the knob and tube work that is largely done rat. Contractors here won't touch it but sooner or later there will be a day of awakening and my only hope is that it will not be too late.

The electrical industry is crying for complete organization. Unfortunately political interference makes our task a difficult one but we can only keep plugging ahead and wind up by saying, "Good-bye, everybody."

FRANK J. SELKE.

#### L. U. NO. 377, LYNN, MASS.

Editor:

Ho hum, woe is us! Members of the executive board, officers of Local No. 377, election approacheth. We feel like the murderer waiting in the death cell, counting the minutes. Our doom is sealed, we wonder what they will give us for our last meal, as Adolph Hitler says there will be heads rolling in the sawdust. After all these years of

### REGRETS

**Chief Cartoonist Goodwin's work went astray in the mails this month.**

**Much to our regret it was impossible to include some interesting auxiliary letters in these columns.**

**Demands for space increase.**

struggling to get to the top of the ladder, we are going to be put on the spot. That is the gossip we get by way of the grapevine telegraph. We are to be cast aside like so many diapers. We were once useful.

From what I hear there will be 11 candidates for Earl Smith's job as second inspector. Earl says he will appeal to the International if he is defeated.

We miss you very much, Charley. However, Forest has proven a worthy successor and is doing everything possible that can be done under the present depressing conditions. A business manager surely earns his money at such times as this.

The government is going to build a new post office here. They want two acres of ground to build on. Rumor has it that airplanes will be able to land on the roof or in the yard. Ninety per cent of the land will be a flying field and it must be near the center of the city. They'd have to tear down all the buildings in Central Square to get what they want. That would take in our building, \$2,000 worth of which we own. Still, that's only a dream and before I transpose any more of my dreams from my empty head into full skulls I'll take this way out.

E. A. McINERNEY.

#### L. U. NO. 406, STRATFORD, ONT., CAN.

Editor:

Stratford's greatest asset, industrially, is the Canadian National Railway shops. Any one who has paid attention to the freight earnings of the different railroads since road transportation became so popular to the wholesale and retail merchants, will realize the importance of this problem to the community as a whole in cities such as ours.

It is not surprising, therefore, to find a movement springing up in these communities urging local dealers to support the railroad, offering in exchange for such support the patronage of the railroad workers.

With conditions as they are it seems a very simple matter to impress both the wage earner and the merchant with the advantages of such a war against road transport, which, through what we claim to be unfair competition, resulting from motor transport being allowed the use of highways at a fractional cost of maintenance, as against the railroads' full maintenance of roadbeds, and also from low wage rates and poor working conditions of operatives of motor transports.

Local merchants and workers are becoming alive to the danger of further reductions in staff of railroad workers as evidenced by the fact that we have a display of freight bills in one store in town, urging the public to patronize the stores which patronize the railroad.



#### DIAMOND-SHAPED BUTTONS

To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and handsomely enameled.

**\$2.50**

Unfortunately, as has been pointed out by our International President and as also pointed out in last month's letter by the correspondent of L. U. No. 392, we are apt to whine and complain when conditions such as these affect us directly and the cries of other workers placed in similar circumstances fall on our deaf ears.

The whole question as I see it resolves itself into one of workers needing to use more discretion in the spending of wages earned under fair conditions and see to it that such wages are spent on goods and services made or given by union labor.

K. COCKBURN.

#### L. U. NO. 409, WINNIPEG, MAN., CAN.

Editor:

I did not manage to get a write-up on our February meeting in time for publication so I'll combine it with an account of the March meeting.

At the February meeting much discussion centered on the balloting for or against the extension of time from two years to four years for holding the convention.

The consensus of opinion was against any extension of time.

The local felt that clauses applicable now in the constitution would be of little or no value in two or three years, much less four years, and also that what might be suitable in one section of the country may be entirely unsuited to another.

No mention was made in any communications to our local as to the disposal of the convention fund which would automatically increase over the proposed extension period. Was this per capita to be still collected?

It is a sizeable amount, the disposal of which may cause friction if it ever were discussed. On good authority we have been able to estimate the sum of \$78,960 will have accrued.

Convention business is too important to put off for four years at a stretch. We need to get together more often to express our views and derive any benefits which may be the outcome of such important affairs.

The sum and substance of the discussion was that as insufficient enlightenment was at hand that the ballot be rejected, and that L. U. No. 409 go on record as being entirely against extending the time limit as it now stands.

Our March meeting was attended by that much heralded, and elusive Brother—Brother McGlogan. On two occasions previously he disappointed us in not being able to get here owing to business elsewhere preventing him, and on one of these occasions Brother Duffy acted as proxy and gave us a very interesting talk, the account of which appeared in the October JOURNAL.

Brother McGlogan is a very busy man, so busy, in fact, that he just flies from place to place, and in the literal sense of the word, for he flew by plane from St. Paul to Winnipeg on March 5 and returned on the 6th. On the face of this it looks as if Brother McGlogan was having a joy ride at the expense of the Brotherhood, but not only was time saved, but dollars as well. It is considerably cheaper by air than by rail. Why should not a railroad union representative use a railroad, you may ask? Here's the answer. He represents union men; the Great Northern, the Northern Pacific and the Soo Line, which he might have used are non-union.

Brother McGlogan dealt with matters pertaining to the constitution chiefly. After a short discourse many questions were fired at him by the Brothers, and once or twice we thought we had him floored, but his comebacks were snappy and to the



point, and much interesting and valuable information was gleaned from his remarks. Our regret was that we did not see this "flying officer" a little more frequently, and that when he did come he didn't "fly" out the door as hurriedly.

R. GANT.

(Editor's note: This member is confused. The ballot clearly stated the matter. The overwhelming vote of the Canadian Local Unions shows this member does not express their sentiment.)

#### L. U. NO. 500, SAN ANTONIO, TEXAS

Editor:

Wonderful is the hope and fortitude of the working classes after this long siege of unemployment and trouble. There is almost an entire absence of the bitterness so common a few years back. The new realization in the back of their minds that the thinking people of this country have at last begun to realize that the vast human element must be considered gives them no doubt a measure of fortitude, for had we not a ray of hope for the future, there would surely have been chaos before now.

At the present writing we have a few members working as common laborers at \$2.75 per day. I am not writing this to belittle but to show that we are proud of them and to explode that bubble so commonly handed out about mechanics that had rather walk the streets than to take other employment at a lower rate of pay. But, thank God, we have not had one single instance where a member has offered his services as an electrician at a lower rate of pay.

With the experience of the past year I wonder sometimes if it would not be the proper thing for us as trade union men to look more thoroughly into the conditions among the average laborers before we ourselves be accused of creating a class somewhat on a shelf above the greater mass of working people. We expect fair treatment from others, then, if we ourselves have been forgetful on that point, would it not be wise to start thinking a little less about ourselves and a good bit more about the other fellow, who is not fortunate enough to have a trade, yet has the luxury of an appetite? This is just a thought and may not strike the fancy of some of our members, but I know there are a good many Brothers who feel like yours truly.

WM. CARLSON.

#### L. U. NO. 514, DETROIT, MICH.

Editor:

Fourteen years and five months ago a few men organized and procured a charter and were to be known as L. U. No. 514, I. B. E. W.

The time has come now when we shall surrender our charter, at a request from the International Office, and amalgamate with L. U. No. 58.

Time changes everything, and at this last write-up of L. U. No. 514, let us turn back a few past pages of time and very briefly talk of a few happenings in the life of our charter.

We shall start when the combination fixtures were just passing out of date and the all electric, or straight electric, was the thing, but the gas nipple and crowfeet were our stud. Shower chains and chain pendants were big stuff and turned out by the truck load. Everybody was busy and everybody happy.

Then came the loom boxes and stud and better conduit jobs. With all these, better fixtures came along hand in hand, and have continued to the present time. Many im-

provements, mechanical and technical, were made and there is room for more.

Through the course of all this our local has had its ups and downs, strikes, lockouts and injunctions. Some members who brought the 100 per cent closed condition that we now enjoy, are still with us and on the firing line.

Many meetings were held, some lasted for hours and some just a few minutes. At times all turned out and then again just a few. Yes, just enough to make a quorum.

Two business agents held office alternately. They were J. Ferni and D. O'Connor. Many boys held elective office, from president on down the line.

During the entire history of our charter there was never a time that the International Office did not render all assistance that was asked. Also other bodies gave support.

The pages of time are turned to the present and we now are complying with the request of the International Office as to amalgamation and we want to take this time to thank one and all for the assistance rendered.

L. U. No. 58, as in the past history, has been very fair on this subject of amalgamation and the agreement is very favorable to both locals.

L. FUNK.

#### L. U. NO. 528, MILWAUKEE, WIS.

Editor:

December 8, 1931, will mark a 25-year existence of Local No. 528, acknowledged to be the oldest railroad local affiliated with the I. B. E. W. On that very evening the electrical workers employed at the Milwaukee shops of the present well-known C. M., St. Paul and Pacific Railway gathered at the old Frei Gemeinde Hall, Fourth and State Streets. They pledged themselves unitedly to perpetuate a permanent, concrete organization. Quoting from record, the enrollment consisted of 25 members, electricians, helpers and apprentices. The scale of wages varied according to classification.

Brother William Schroeder was chosen to take the reins as the local's first president. He was assisted by the following: Gus Otto, vice president; H. J. Differt, recording secretary; Paul Madden, first inspector; B. J. Kelly, treasurer-financial secretary; George Lipscomb, foreman, and R. Nofke, second inspector. Of this official roster Brothers Schroeder and Differt are still with us, and remain a fighting unit in all respects. In due reverence to Brother Schroeder it has been said that he rightfully can be called the "Father of Local No. 528." He originated the idea of getting organized, and if grievances arose he would unselfishly devote his time and effort to settle such, so as to keep the boys in good humor and bring about local thriving.

Whilst the railroad strike of 1918 was stubborn and very bitterly fought by the railroad management, our thence general chairman of System Council No. 8, who represented the locals along the Milwaukee road, namely, Locals No. 152, Deerlodge, Mont.; No. 528, Milwaukee, Wis.; No. 885, Chicago, Ill.; No. 886, Minneapolis, Minn., and No. 1086, of Tacoma, Wash., deserted his office and fellow-workers and left the electrical workers non-represented during this crisis.

The proper official to take the chairmanship flatly refused to assume the responsibility as a negotiator. Yes sir, "Big Fighting Bill," came to the rescue, and although we were fighting a seemingly hopeless battle, he came to the front and spurred his colleagues on to victory. The battle, although not decisive, caused an

internal disturbance amongst the membership, and a deplorable condition existed. Some locals threatened to disrupt the system council, but Brother Schroeder saw the "Writing on the wall," used psychology and won out. So much for Brother Bill today, but whilst writing I might continue and shed light on Brother Schroeder's successors as general chairman.

Brother J. J. Duffy, a member of Minneapolis Local No. 886, was elected in June, 1925, to succeed Brother Schroeder, and he held office until July 1, 1930, when he resigned to accept a more responsible position as an International Representative under guidance of International Vice President C. J. McGlogan. In order to attain such prestige as to graduate from a general chairman to a position as an International Representative, one must know his "onions," and Brother John surely does. We are sorry to lose you, but nevertheless, accept our thanks and appreciation with an abundance of luck on your new job.

The vacancy created by Brother Duffy as general chairman was automatically bolstered up by the president of the system council, Brother William Hartzheim.

Brother Hartzheim holds a card out of Local No. 528; being well talented, conversive and adapted to righteousness, he became the idol of the local to assume numerous committee and delegate responsibilities. As a shop-steward, Bill ranked ace-high. This is an acknowledged fact by the various other craft committeemen, that comprise the local federation. When he went into conferences with the railroad management on grievances, nothing remained undone or said, and nine times out of 10, corrections were made in his favor, due to the fact that his cases were made "iron clad," presented, and handled as if by a Philadelphia lawyer.

His qualifications as to a general chairman are therefore beyond reproach.

His prime object at present is to make the entire system 100 per cent organized, and from indications I am led to believe that the time is nearing when his desire will be fulfilled.

Since his office tenure, July 1, 1930, reports verify that he succeeded in receiving 22 applications for membership, the same being deposited in the local organizations having jurisdiction.

In behalf of the local, I take this opportunity to offer the deepest regret and heartfelt sympathy to Brother W. Lemke, president of Local No. 528, also his brothers and sisters in the bereavement of their departed, beloved mother.

JOHN MUELLER.

#### L. U. NO. 584, TULSA, OKLA.

Editor:

During the past few months the business agents' organization of Tulsa decided to start a class in public speaking. They were fortunate in securing the services of an instructor who is one of the best here. He has several other classes which are composed of high school pupils and business and professional men. These business agents realized that to better help the labor movement it would be necessary at times to speak to audiences of business people. Brother W. B. Petty, business manager of the electrical workers, who is also president of the business agents' organization, asked the members of Local No. 584, if we would like to form a class. Several of us decided to do so, and what a difference in facing an audience now and when we started! Through public speaking we have been able to make contacts with men we would not have met otherwise, and a great many of these men have a different



viewpoint on organized labor than they formerly had. Brother Petty has made several talks before other classes and a few nights ago Brother W. H. Whitworth and I made talks to a banker's class. Six months ago we would not even have attended this class and we certainly would not have attempted to make a speech.

I am sorry to say that several of the members of both classes dropped out before the close of the term. But we are ready to start another class composed of organized labor and business and professional men. Outside of the business agents, the electrical workers will probably be the only other members of organized labor, as we are the only craft that seems to be interested. We have surprised a number of people by talking upon any subject that our instructor requests. All of our members who have been taking public speaking are very enthusiastic about it, and our only regret is that we did not start years ago.

We are anxiously waiting the return of our by-laws and working rules from the International Office to see what parts are approved and what disapproved. One section, especially, which is that all members of local unions register so that they may vote. Several members of the local objected to this section, but it should be just as essential for our members to be able to vote as it is to live up to any working rule.

The school board here in Tulsa recently adopted an open shop policy, owing to one of the men on the board not caring for organized labor. This situation could have been avoided if last year all members of organized labor had voted. We were warned that this would occur if certain men were elected and even then we could not get organized labor to go to the polls. Next month we have another election when three members are to be elected to the school board. If we can elect three friends of organized labor to vote with one we have on the board we will be able to put members back to work.

When a situation of this kind exists and our members do not vote to get rid of these men, then we do not even deserve to carry a card in any labor organization, because we are only sanctioning an open shop policy. As long as the country is politically controlled we should always be ready to vote for the best interest of organized labor.

JOE LYNN.

#### L. U. NO. 585, EL PASO, TEX.

Editor:

El Paso, where the sunshine spends the winter!

As the winter is about to pass by, let us hope that work opens up. Some of our boys worked part of the time this winter. J. E. Morgan has about finished the fire alarm job—all but taking the old wire down—so that will help some.

We have all of the inside shops signed up; that is, all that are on the fair list. And we figure it will be a big help to us all. As I understand, Reynolds Electric Company has the job at Marfa—about one month of work inside and outside.

Brother Yocum moved in from the sticks a few weeks ago. He was living at Anthony, Tex., about 20 miles up the valley. Am going to get me a lariat and drag Brother Robenette up to these meetings some of these nights. And the same goes for Brother Webb. Well, I got Charley Walker to put his name on the dotted line. As a new member, Charley is going to maintain the fire alarm system. It took some time to get him; it was either sign or get off the job. I can thank the fire chief, Mr. Sullivan, for such.

I surely wish we could get all of the boys at the electric company.

The electric company put on a big feed Wednesday night in honor of Nathan Kaufman, known as "the Jew," for saving my life October 22, 1930. I came in contact with 13,000 volts and was out for eight minutes, and Kaufman worked on me and brought me back to life. So "the Jew" was awarded the Insull medal and \$100 in gold. Surely was some feed!

I have not seen anything of L. U. No. 196 in the WORKER for some time. Let us hear from you. I want to know how my boy friend, Eddie De Cota, is getting on.

JACK.

#### L. U. NO. 595, OAKLAND, CALIF.

Editor:

As I promised in my last article to give you and the Brotherhood at large a report of the state building trades convention and also of the state conference of inside electrical workers, which was held in Oakland on March 15, 16, 17, and 18, I will try to the best of my ability to keep my word.

The state conference of electrical workers held its first meeting last year at Sacramento, at which time a tentative plan for the organization was formed.

This year at Oakland the conference held its first meeting in Local No. 595's headquarters on March 15, at which time a plan was outlined and officers elected, consisting of a chairman, secretary-treasurer and five members of an executive committee.

A committee was appointed to draft by-laws to present to the conference at the afternoon session, which was done and its report was the first order of business. I would like to enclose the complete minutes for everybody to read but as they are quite long I will give you just a few points of interest.

After the adoption of the by-laws, the officers for the ensuing term were elected, as follows: Chairman, A. O. Hansen, L. U. No. 340; secretary-treasurer, A. E. Cohn, L. U. No. 6. Executive committee: H. J. Thornwall, L. U. No. 382; W. Strake, L. U. No. 594; W. M. Bertram, L. U. No. 413; W. G. Casey, L. U. No. 302; E. B. Eshleman, L. U. No. 595.

A committee was appointed by the chairman on resolutions for presentation to the state building trades council.

The resolution presented asked for more inspectors of electrical installations not coming under city inspectors and also to enforce the provisions of the electrical safety orders of the industrial accident commission.

The building trades convention convened on Monday for three days and in turn ordered several bills presented to the state legislature, asking that honorable body to endorse several resolutions that are of interest to labor.

At our meeting on March 15, we had with us H. P. Brigaerts, International Vice President, who gave us a very interesting address, and C. M. Feider, International Representative, who spoke at length with regard to conditions at and around Boulder Dam. I will mention some of them later. Amos Feeley, International Representative, spoke of conditions in his district.

Conditions in the state as reported by the delegates are still very poor. The Ford plant at Richmond is very slow.

I am holding back for our next JOURNAL the information I have regarding Boulder Dam so as not to tire the membership with all the bad news at one time.

Will be on the job again next month, so good-bye for this time.

E. B. ESHLEMAN.

#### L. U. NO. 601, CHAMPAIGN AND URBANA, ILL.

Editor:

Knowing how is not all there is to it; knowing why is a big factor, which should be considered in this age of electricity. With this thought in mind we have been going along nicely with our school for electricians. We have been very fortunate in having as our instructor Professor A. R. Knight, M.S., E.E., of the University of Illinois. He not only has the theory but is also a practical man in the field. It has always been the policy of Local No. 601 to keep the trade at a very high standard. In a vocational school experience means very much where it comes to conveying the knowledge of mechanical devices. So with an instructor of this type everything is easily understood and the theoretical viewpoint is also established. With this viewpoint the hard jobs are made easier.

Under the new constitution we are functioning in a business-like manner. The executive board has made several changes here and there and the result has been beneficial. If the depression, which is so much talked of at this time, doesn't let up a little we will be able to hold meetings in the daytime instead of evenings. We hear a lot of talk of big projects but somehow they never materialize. About the only work to mention now is the maintenance end of the trade and that seems to have fallen off. But we have a few fortunate Brothers in this line at the University of Illinois.

We are now in the stage of revising our laws and hope to have them approved soon. Circumstances sometimes alter cases and changes must be made to meet conditions. The usual round of discussion and arguments must be gone through and I hope that stage is passed. If they are returned approved everything will be okay.

H. C. LEWIS.

#### L. U. NO. 699, AUSTIN, TEXAS

Editor:

Along with the business depression that to us Democrats of Texas seems characteristic of the administration of Mr. Hoover, certain events have come to pass, the memory of which we wish to perpetuate as creating a contrast to a depressive sentiment. I refer to the organization of L. U. No. 699. This union is an outside local located in the capital city of the Lone Star State. Most of the members of this local formerly belonged to L. U. No. 520 (a mixed local) but now, as a separate identity we anticipate a tremendous growth, that will, of course, furnish the contrast to Mr. Hoover's "period of prosperity."

Brother W. L. Ingram, of Fort Worth, Tex., who is now working out of the International Office, as assistant to the vice president for this district, assisted us in the organization of L. U. No. 699. At that time the local extended to him our vote of thanks and we now wish to reiterate our appreciation for the admirable assistance of Brother Ingram. His work in this district is on the highest plane and we solicit the co-operation of every union man in his behalf. His is a man-size job and one that he can do better with the co-operation of every Brother in the union.

Appropos to our admiration of Mr. Ingram, we feel that due consideration should be given the incessant efforts of President H. H. Broach. Our impression of President Broach, gleaned from his representatives and his comment in the WORKER, is that of a man of firm decision, and the sterling quality of meaning exactly what he says. This local expresses confidence in Brother Ingram and President Broach as men who are well able,



and who are already beginning to lift the linemen out of the sordid ruts where they have been slowly plodding for the past few years.

The following officers were elected to serve until June: Fred W. Nowlin, president; H. D. Handberry, vice president; Joe Gault, recording secretary; Brother Hack, treasurer, and Jimmie Sparks, press secretary.

To those who are seeking employment, we cannot advise your coming to this section of the state at this time. There is very little work in progress. The members here have lost little time, however, due to the installation of quite a number of extensions and also making additions to the plant such as new turbines, etc. In this respect the local members have the city fathers to thank for their efforts in relieving their portion of Hoover's prosperity burden.

Judging from the prevailing conditions that seem evident in other cities, Austin seems, in comparison, to be in a fairly good condition. The stability of the economic condition is probably due to the effect of the spending of the \$4,500,000 bond issue in the process of erecting storm sewers, bridges and laying pavement. Construction of two large buildings on the campus of the University of Texas and the resulting employment of several hundred contributed materially to our financial welfare.

J. A. S.

#### L. U. NO. 723, FORT WAYNE, IND.

Editor:

Gloomy as present conditions are, organized labor sees hope for improvement in the coming months of this year. The second winter of unemployment found us with increased unemployment and decreased reserves. Approximately 5,000,000 wage earners are without employment.

Wage earners have been bearing a heavy burden as the result of the serious depression. About 50 per cent of trade unionists have had to lower their standards of living because of lessened incomes, which declined more than \$6,000,000,000 in the past year. As these wage earners represent more than 80 per cent of the purchasing public, their falling income has added to the depression, which was caused by output increasing more than incomes.

Gloomy as present conditions are, we find hope in the spirit with which communities are rallying to meet the emergency of widespread need, and the capacity of American citizens to cope with the difficult problems, and we hope that spring activities will mark the turning of the tide.

The present conditions make it necessary to first give relief to unemployed, but permanent help must be based on regular customary employment. Prosperity is only possible when resting on high wages, shorter hours, organizations of wage earners and the development of machinery to set up co-ordinated control of industries.

ANTHONY J. OFFERLE.

#### L. U. NO. 734, NORFOLK, VA.

Editor:

By courtesy of the Norfolk Ledger Dispatch we are enclosing a matrix of the U. S. S. Arizona as she appeared when she left Norfolk Navy Yard. Note the tripod masts which replace the ludicrous old style skeleton masts. (Editor's note: We regret that we can not use mats. They are of too coarse a screen.)

Work on this job started on July 1, 1929. The estimated time was 20 months. The job was completed on February 28, 1931 (within the time).

The original estimated cost was \$5,202,-

117.00 and the completed job showed an actual saving of \$98,649.00 (within the money). The majority of the mechanics on this job were union labor.

The Arizona is the most complete modernization job ever accomplished by this yard. It includes the latest of scientific fire-control and navigational instruments and appliances, radio equipment, underwater exploring devices and an automatic telephone system connecting with every essential part of the ship. The Arizona in addition is equipped with strictly modern recreational equipment including "talkies" and several of the latest type of A. C. radio broadcast receivers.

Without question the Arizona and her sister ship, the Pennsylvania, are today the most modern super-dreadnaughts in our Navy and probably in the world.

There is a Santa Claus.

During the past year this local has been very fortunate, the modernization bill was passed in the last mad scramble in Congress and we are getting the Battleship Mississippi (\$10,000,000); we now have the Army Dredge Chinook (\$80,000). The Civil Service retirement law has been further liberalized and when we had abandoned all hope that our 44-hour bill would come to a vote, the bill was dug up, passed and signed and now four hours on Saturday constitutes a full day's work.

Some of the contracts which contributed to the success of these projects were made locally and some were made through our affiliations in Washington. All of them required financial support and this support was furnished entirely by organized labor.

While it is not our purpose to verify those who failed or refused to contribute to these movements which are of equal benefit to all we find great satisfaction in the fact that we can meet our shopmates with the knowledge that we paid our share.

Brother Frank Storey will retire on the first of April. Brother Storey has for the past several years been storekeeper in our shop and he states that with the experience gained in this work he expects considerable success in the cultivation of job orders which he has planted on that vacant lot near his home at Ocean View.

SAUVAN.

#### L. U. NO. 770, ALBANY, N. Y.

Editor:

At a recent meeting President Devenau started the membership drive by offering a cash prize to the one securing the most new members, Brother John Dowling, with his usual generosity and keen interest in the welfare of the I. B. E. W., immediately donated an amount equal to that offered by the local.

Brother Dowling, by way of introduction, "if one is needed," is a retired International Representative, and in the humble opinion of the writer, is by far too active and keen to be entirely pensioned, though after his years of activity in the interests of the I. B. E. W. he justly deserves it, still with his broad experience, his services should still be utilized to some extent.

The railroad situation is still very unsettled with the West Albany shops opening and closing with amazing regularity. At the present writing the car department has opened with a full force, working five days per week; the Brothers are all hoping that it will last this time through the summer at least.

The writer advances the opinion that while railroads in general have been lax in combatting their auto bus and truck competitors, considerable inroads have been made, which with the "so-called depres-

sion," is responsible for our unstable employment. If part of the solution is in our own hands, why not use it? If the securing of business by confining our purchasing to firms who are contributing towards our support through shipping by rail, will tend to make our jobs more secure, why not have and intelligent and organized movement towards the end?

The various roads have requested this, but we have only gone into it half heartedly, adopting the attitude of "let George do it." If the effort on our part will tend to stabilize, in any way, our employment, then it means as much to us and railroad labor organizations as it does to the various roads.

O. E. LENT.

#### L. U. NO. 794, CHICAGO, ILL.

Editor:

As per several hints from the office of International Vice President McGlogan to press secretaries in general, yours truly, one of them, has decided to write a few notes now that the storm is over.

At present Local No. 794 is not setting the world on fire but in pursuing the even tenor of our ways we are making some progress. We have finished with the new by-laws, elected our various committees, collecting and dispensing some relief to our unemployed. To date we have been fairly lucky in not having a large number permanently on the off list due no doubt to the fact that electrical forces and the work to be performed represent a pretty fine balance.

The returns of the referendum were tabulated at our last regular meeting and it carried.

Speaking of prosperity, the scribe, after chasing it for a long time, has at last come face to face with it in the person of Brother Anthony Stroden, the worthy pilot of our crane at Twenty-sixth and Canal Streets; who, by the way, is contemplating an extended tour of foreign parts. "Oh, for the life of a crane operator." At least one ray of hope through the clouds of comment we hear in these parts.

The Brothers on the C. & W. I. are having a fairly good time digging out of the drifts; haven't been able to see any of the N. Y. C. Brothers lately as the cars are not running, but hope they are at least as bad off as we are. We would like to see some of the N. Y. C. boys once in a while or maybe Brothers C. A. Latham and John Rice, all that is left of the elect gang, although we haven't heard of any reduction of forces on the N. Y. C. in the Chicago district lately. Come up and see us once in a while, men, don't let the C. & W. I. and M. C. occupy all the space. Come in and get some of the heat and light for which we pay the sum of \$16.00 per; also get acquainted and let us hear your voices. This also goes for all the absent Brothers.

Our worthy Brother D. K. Emmons says that he will visit his northern estate as soon as the snows melt and the water drains off; says that he cannot operate either snow shoes or canoes. Also that he may be able to take our unemployed along to pull the weeds. He will furnish the water but you must catch the fish and no breakfasts in bed.

We out here are still preaching consolidation for several reasons, as follows: Reduction of overhead per capita, larger attendance at meetings, a wider exchange of views and information pertaining to railroad work and conditions, a better method of bringing the job to the man and the man to the job. We now lack many of the above in this territory, and think by fol-



lowing out the idea of consolidation we will be able to render a more efficient service to our members and be better able to organize and cover our territory. The vital thing for us is to be able to place our members who may be out of work from time to time. We have missed doing this several times due to lack of information as to the conditions on other railroads in this territory. Many times no bills have slipped in where we should have placed card men had we known conditions.

As we stand now we must rely in a large measure on the reports of the general chairmen which are of necessity general in character. What we need is more detail and this can only come about by closer affiliation. Let us hear from the other railroad electrical locals in Chicago on this matter. Maybe we can get together.

For the information of our members: Being faced with a reduction of forces recently in the electric department of the C. & W. I. R. R. we endeavored to get the management to agree to a reduction of hours necessary to take care of one man for six days a week. This amounted to the reduction to be made. On presenting this proposition to the management they informed us that they would agree to an extra list, but as we did not get any definite guarantee that this procedure would fully protect our agreement we decided that we could not go along with their proposition. While we do not approve of overtime while men are idle we think that an agreement of this kind is dangerous at this time. No further action has been taken to date.

THE SCRIBE.

#### L. U. NO. 817, NEW YORK CITY, N. Y.

##### A Solid Front

Editor:

A survey of the affairs of this local union for the past six months indicates steady progress despite the existing economic conditions. From October 1, 1930, to December 31, 1930, 25 new members were initiated; and from January 1 to March 15, 1931, 15 new members were initiated; and there were two transfers from other local unions in addition. Furthermore, 29 men have signed applications to join this local union and are paying on account of initiation. The membership drive is bearing fruit and a great deal of credit is due to International Representative Roy Westgard for his untiring efforts in signing up many of the new members and applicants. On the other hand the local members are doing their full share to advance the membership campaign by signing up many of the boys, who realize that an organization can do far more than an individual, where questions of economic protection and adjustment of grievances are concerned. Local No. 817's new by-laws have been printed, and copies have been distributed among the members.

The employment situation is fairly good in comparison with existing conditions in the building trades, and only a few members have been furloughed. The departmental committees who handle grievance cases also act as employment committees. If a member is furloughed by one of the electrical departments of the New York Central R. R., the committee for that department communicates with committees in other departments and inquires if a job is or may be open or up for bid for an electrical man, and in this way finds employment for the needy Brothers.

Electrical workers have passed through one of the hardest winters in the history of the Brotherhood and thousands of electrical workers all over the United States and Canada have been out of employment all winter. The exhaustion of the savings of years and

the consequent hardships sustained by the dependents of electrical workers has made necessary more than ever before that all who work at the trade must present "a solid front" to the world of industry if they expect to be counted as among those present, when a solution to the intricate economic problems confronting the people has been found and applied to American industry. A lone electrical worker in most cases today has no more chance of contending with the forces marshaled against him, in the form of large electrical concerns, than an ant moving along the ground against the powerful beasts of the jungle. On the other hand if he is organized with thousands of other electrical workers into a union army, he, like the army ant, has become part of an army, and is at once accounted a powerful antagonist, who can exact compensation commensurate with services rendered.

The members of this local being fully cognizant that a better understanding of the technical side of the trade is very necessary, have authorized the executive board to study and investigate propositions for the educational advancement of the local members, and this development will be discussed at a future time. The days of the "rule of thumb" worker have passed, and the electrical worker of today and the future must "know his onions," the "whys" and "hows" of his trade, if he expects to make progress in this machine age.

The future of the electrical trade is dependent upon the research work, which will be done by electro-physicists, who, by pioneer concepts of principles and ideas, will lay the engineering foundation of all electrical equipment of the future. Hence it is obligatory that every electrical worker possess a good grounding in physical principles, and the best place to obtain this knowledge is in one of the many trade schools and technical night schools existing in nearly every city or town in the United States and Canada.

The electrical worker is the paramount worker of the industrial world today, as his work transcends in importance all other trades. As a pertinent example: Consider the electric elevator; if it is eliminated from

any building over five floors high, or a 25 floor building, all the floors above the fifth floor could never be rented, as the tenants could never ascend all the flights of stairs and still be fit to do any kind of work; hence the steel workers, bricklayers, masons, carpenters, plumbers, plasterers, painters, etc., would have only one-fifth of the work in construction to do; which would be only one-fifth of the wages earned, or one-fifth of the number of building tradesmen employed on the building operation.

The subway is another example, i. e.: The heart of the subway system is the high-speed electric motor, which, with proper control and quick acceleration can transport over 100,000 workers to their places of employment many miles from their homes, and return in one or two hours, thus making possible the development of suburban sections outside the business and industrial sections of cities.

Hence the electric motor made possible many thousands of building operations, which furnished employment to many more thousands of mechanics, tradesmen, and professional men.

The steam locomotive, with its smoke, noxious gases, and slow acceleration was outclassed by the electric motor.

Consider the motor bus: Remove the electric ignition system and the bus cannot be operated. And one could continue to depict the possibilities of the electric field in all its ramifications and then arrive at the conclusion that many applications of the great power, electricity, have not yet been realized. In conclusion: United we stand, divided we fall.

W. A. CRAFT.

#### L. U. NO. 912, CLEVELAND, OHIO

Editor:

Quoting the words of Commodore Perry, "we have met the general chairmen and they are ours." They honored the best town in the U. S. A. by holding their convention here March 19, 20 and 21 and we certainly enjoyed their company. Come again, Brothers. International Vice President C. J. McGlogan and International Rep-



GROUP OF NEW MEMBERS INITIATED BY L. U. 912, THE LARGEST CLASS IN THE HISTORY OF THE LOCAL

Third, fourth and fifth men (from left to right) in front row are A. L. Berg, president, L. U. No. 912; J. J. Duffy, International Organizer; R. D. Jones, Secretary, System Council No. 7



representatives Slattery and Westgard know that they are welcome whenever they come to town, which is too seldom to suit us. I believe Brothers Slattery and Westgard hail from Chicago, the town that was burnt down by a cow. Yessir, Brother Duffy has been here long enough to lose his Swedish accent.

On March 19 our executive board were entertained by the visitors at a banquet after which we held an open meeting attended by the visiting chairmen and also the wives and families of our members. We were glad to see President Berg with us even though he was not able to take charge of the meeting. Vice President B. D. Toll, as specified in the constitution, took charge of the meeting and conducted it in his usual efficient manner. After listening to a stirring message from Vice President McGlogan and a short address by Brothers Westgard and Duffy, Entertainment Chairman E. C. Frank presented a program of entertainment which was enjoyed by all. We trust that our visitors from Local No. 1108 enjoyed themselves. Our latching is always out. Come again, Brothers.

On March 20 the visitors were conducted on a visit through Collinwood locomotive and car shops and the new electric locomotive shop of the C. U. T., thence via electric locomotive to Linndale station where they took busses for a visit to Cleveland Airport. The trip ended with a visit to the Cleveland Union Terminal and Tower.

On March 21 an interesting talk was given on the gas electric car. This being the last day of the convention, our visitors departed leaving behind a desire to meet them again soon.

Our organizing campaign continues. On March 12 we obligated a class of 34 men. A realization of the benefits of organization is bringing the applications in from the non-members despite the lay-offs and shutdowns that we are experiencing.

On the night of March 12, one week before the meeting of general chairmen, this local initiated the largest class in its history, 24

men altogether (a picture accompanies this article). Most of the new members were from the Cleveland Union Terminal District.

That showed them one thing, then, when they were here, we had a special meeting for their benefit at which 115 turned out, some having their wives. At this meeting we had International Vice President C. J. McGlogan, who spoke as to what this organization means to each and every one of us. His talk was preceded by short talks by Brothers Duffy and Westgard, International Organizers, Macintosh, of the C. P. R., and, last but not least, our own General Chairman, Brother McCullough, of N. Y. C. R. R., who scratched his head when he was introduced as our famous concert singer. Of course, I must not forget that we had a last minute change to make in our program, so I substituted two of our local night club entertainers from the Plaza Club of this city, who were enjoyed by all.

On Friday, March 20, Brother Al Rossman and Eugene Frank, chairman of arrangements committee, conducted the general chairmen on a tour over the Cleveland Union Terminals property, including the Collinwood back shop and the municipal airport, at which we had lunch. The tour of these places was through the courtesy and co-operation of the officials in charge of them. This tour took all day from 8:30 a. m. to 6 p. m.

On Saturday morning, Brother Rossman, who is our expert at gas-electric driven cars, gave a talk to the general chairmen at their morning session.

BILL BLAKE.

#### L. U. NO. 995, BATON ROUGE, LA.

Editor:

Our vocational school is now definitely established and the membership are giving their utmost co-operation, as our attendance is above expectation. Nevertheless, attendance will show a decline as the hot months approach. Also we have made an attempt to make this a 100 per cent closed town for electrical workers, and have all the prospects in the world of making a success of it.

Employment here at the present time is not what could be expected, nevertheless, we expect to have all of our membership employed by the time this copy goes to press.

Piling that is being driven for our new statehouse is nearly completed. Two more weeks will see the electrical work begin, also, there are numerous small jobs coming up for the near future.

In a past issue of the WORKER, I read an article by a Brother in Canada wherein he stated that he can get 1,000 pounds of bull moose for a 10-cent bullet. It is obvious that some of our prominent economic politicians are doing just that and eating mostly the bull part of the moose from the depression solutions they are trying to give to the intelligent public. How is a body going to practice economics without the necessary funds?

POLLARD.

#### L. U. NO. 1141, OKLAHOMA CITY, OKLA.

Editor:

Nero fiddled while Rome burned. Congress harped while thousands suffered for the necessities of life. Oklahoma's son, Will Rogers, took his trumpet in hand and put in a musical note. Oh what a different tune this old cowhand played. His benefit tour of Arkansas, Texas and Oklahoma drew approximately \$250,000, which is being distributed to the needy. This man of action is truly a man's man.

Down the street from my home a meat cutter was killed in a grocery holdup. Citizens are being hijacked every night. I mentioned in the October JOURNAL that newspapers were advertising this city from coast to coast as the white spot of the nation. Hundreds came here as a result of advertising to find little or no work. Could this hijacking be the result of that advertising? When a man's wife and babies are starving he becomes desperate, loses all sense of reasoning power, strikes back at society that has been so unjust to him.

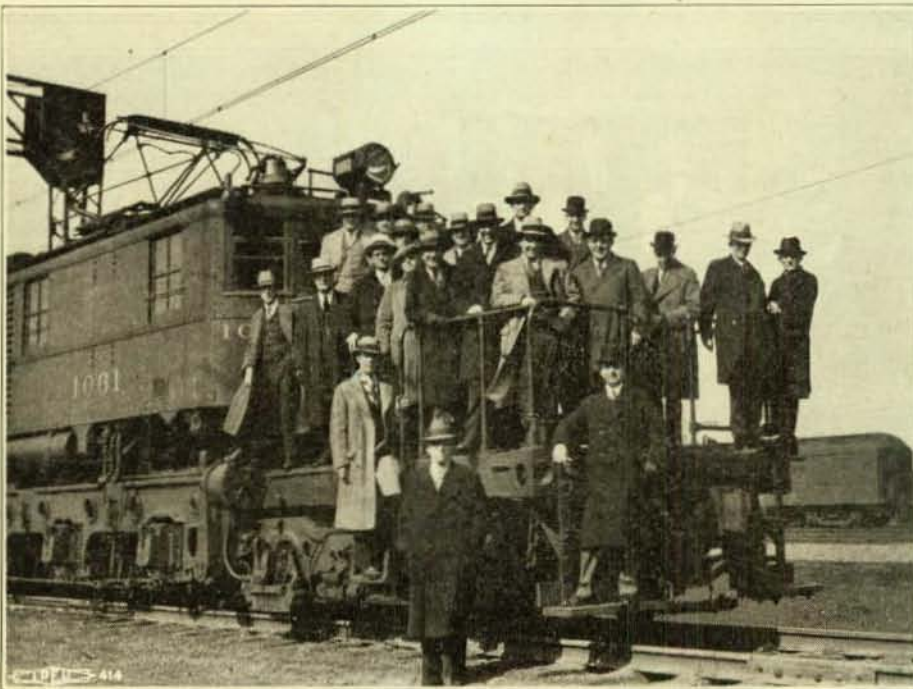
A great oil field lies at the door of Oklahoma City, crippled by production. The oil industry employs thousands of people in this country. Yet oil is imported from South America by some of the big boys. Brothers, the answer to this is to buy your gas and oil from the companies that produce and refine American oil.

A shop steward's report card that we borrowed from L. U. No. 602 has been developed. With this form it will be a simple matter for the International Office to get the facts as to the class of work we are doing, also the annual income of Brotherhood.

Word comes to me that Brother Broach became a member of the I. B. of E. W. in Oklahoma City, April 9, 1909. L. U. No. 456 it was then. Turn back 25 years. A new country, raw, wild, and untamed. The trail blazers come in, organize a local, thus laying a foundation for those that are to come. An '89'er is building a home on old Broadway. He wants it built right so he uses union men. Old Timer and his helper are installing the wiring. At the same time he is teaching this lad to be a good mechanic and union man. Time passes. The helper becomes a journeyman. Interested in the welfare of his Brother he goes on and on. Now he is our president. Yet someone says, "Old timers haven't done much, I suppose." "Old Timer, you may have crossed the river by now. Rest assured that your teachings were not in vain. Your helper is now blazing new trails."

Work in our line is slack here at the present. Do not come in here unless your B. A. is notified that you are needed as we have men loafing.

BLONDY R.



L. U. NO. 912

Railroad General Chairmen on electric locomotive prior to trip over Cleveland Union Terminal property during General Chairmen's meeting, March 19, 20 and 21. V. P. McGlogan, fourth from right. J. F. Slattery on left. J. J. Duffy and Roy Westgard in center.



## IN MEMORIAM

### Thomas J. Nelson, L. U. No. 557

In the sudden passing of our esteemed Brother, Thomas J. Nelson, formerly a member of Local Union No. 349, Miami, and Local Union No. 948, Flint, Local Union No. 557, Saginaw, with profound sorrow, records the death of a friend and Brother, who by reason of his wide experience and loyalty to the Brotherhood is an irreparable loss to this local union. Brother Nelson transferred to Local No. 557 from Flint slightly over a year ago. He died March 23, 1931, age 36 years. Therefore be it

Resolved, That we extend our sincere sympathy to his bereaved wife and family in their hour of sorrow; that our charter be draped in mourning for a period of 30 days and that a copy of this resolution be sent to our official Journal and a copy be spread upon the minutes of our local union.

CONRAD LA LONDE,  
WALTER J. BEHM,  
JOHN C. DENNER,  
Committee.

### Lee E. Stone, L. U. No. 18

It is with deep regret and sorrow that Local No. 18, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, Lee E. Stone; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, a copy be forwarded to the Worker for publication and a copy be spread upon our minutes; and be it further

Resolved, That our charter be draped for a period of 30 days, and that we, the members of Local No. 18, I. B. E. W., being lawfully assembled, stand in silence for one minute in further tribute to his memory.

RAY A. MANGAN,  
L. R. Sisson,  
L. P. MORGAN,  
Resolutions Committee.

### Frank J. Bernhardt, L. U. No. 67

Whereas Almighty God, in His supreme wisdom, has seen fit to remove from our midst our worthy Brother, Frank J. Bernhardt; and

Whereas it is with deep sorrow that the members of Local No. 67, I. B. E. W., mourn his passing; therefore be it

Resolved, That we, the members of Local No. 67, of Quincy, Ill., extend our sincere and heartfelt sympathy to his relatives and those who remain to mourn his passing; and be it further

Resolved, That our charter be draped for a period of 30 days and that a copy of these resolutions be sent to the family of our late Brother Bernhardt and a copy be sent to our official Journal for publication and a copy spread upon the minutes of Local No. 67, of Quincy, Ill.

W. E. HARTZELL,  
President,  
B. J. FLOTKOTTER,  
Financial Secretary,  
Committee.

### E. N. Manning, L. U. No. 7

Whereas the Almighty, in His infinite wisdom, has seen fit to remove from our midst Brother E. N. Manning; and

Whereas Brother Manning was a true and loyal member of our local union; therefore be it

Resolved, That this local extend to the family of Brother Manning our heartfelt sympathy during their hour of sorrow; and be it further

Resolved, That the charter of the I. B. E. W. be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of this local union, a copy be sent to the International Office for publication in the official Journal and a copy be sent to the family of the late Brother Manning.

EDWARD MULLARKEY,  
PERCY JONES,  
CHARLES E. CAFFEY,  
Committee.

### Jerry O'Meara, L. U. No. 231

Whereas Almighty God, in His infinite wisdom has seen fit to remove from our midst an old and faithful member; and

Whereas Local No. 231, I. B. E. W., has, in the death of Brother Jerry O'Meara, lost a true and faithful friend;

Resolved, That we extend to the family of Brother O'Meara our deepest sympathy in their bereavement; and

Resolved, That our charter be draped for a period of 30 days and that a copy of these resolutions be sent to the family of our departed Brother, a copy spread upon the minutes of the local and a copy sent to the Worker for publication.

COMMITTEE.

### Stephen Picatti, L. U. No. 523

It is with deep sorrow that we, the members of Local Union No. 523, I. B. E. W., mourn the loss of our esteemed Brother, Stephen Picatti.

His noble qualities, kindly spirit, and his loyalty will always be remembered with deep affection by those who knew him best; therefore be it

Resolved by Local Union No. 523, I. B. E. W., of Yakima, Wash., That our most heartfelt sympathy be extended to the widow and family of our departed Brother, Stephen Picatti; and be it further

Resolved, That our charter be draped for a period of 30 days and that a copy of these resolutions be sent to the bereaved family of our late Brother, Stephen Picatti, and a copy be sent to our official Journal, for publication, and a copy be spread upon the minutes of Local Union No. 523, I. B. E. W.

W. L. GALLANT,  
JOHN A. ROWMAN,  
M. G. EVHAUS,  
Committee.

### Martin Ellis, L. U. No. 298

Local Union No. 298, I. B. E. W., has been called upon to pay the last tribute of respect to the memory of Brother Martin Ellis, who died March 4, 1931.

Almighty God has seen fit to take Home this loyal Brother; therefore be it

Resolved, That this means be taken of expressing our sympathy to his family and friends. We pray that as he reports to Almighty God, the Final Inspector, the record of his earthly deeds will pass satisfactorily. We can say no more; human consolation is weak, and He alone can comfort sorrowing hearts; therefore be it further

Resolved, To drape our charter for 30 days in memory of him who made such a valiant fight against death; that a copy of these resolutions be sent to his widow and family, a copy spread on our minutes and one sent to our official Journal for publication.

P. O. CALLAHAN,  
Recording Secretary.

### Edward Martin, L. U. No. 53

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst, our esteemed friend and Brother, Edward Martin.

Whereas we have, in the death of Brother Martin, suffered the loss of a true and faithful worker, whose many good deeds in behalf of his country, his local union and many friends will long be remembered; therefore be it

Resolved, That Local Union No. 53, I. B. E. W., of Kansas City, Mo., extend our most heartfelt sympathy to the bereaved widow and child of our departed Brother; be it further

Resolved, That a copy of these resolutions be sent to the family of Brother Martin, a copy for publication in the official Journal and a copy be spread on the minutes of Local Union No. 53 and that in honor of his memory, our charter be draped for a period of 30 days.

W. E. ODELL,  
WILLIAM BURKREY,  
E. F. GUNDROD,  
Committee.

### William J. Hugo, L. U. No. 18

It is with deep regret and sorrow that Local No. 18, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, William J. Hugo; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, a copy be forwarded to the Worker for publication and a copy be spread upon our minutes; and be it further

Resolved, That our charter be draped for a period of 30 days, and that we, the members of Local No. 18, I. B. E. W., being lawfully assembled, stand in silence for one minute in further tribute to his memory.

RAY A. MANGAN,  
L. R. Sisson,  
O. SANDERS,  
Resolutions Committee.

### John J. McEncroe, L. U. No. 309

Whereas it has pleased Almighty God, in His infinite wisdom to call from our midst Brother John J. McEncroe; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, and that a copy be spread upon our minutes, and a copy be sent to the International Office for publication in the official Journal.

C. NEENAM,  
A. F. WEGENER,  
B. S. REID,  
Committee.

### Fred Huchting, L. U. No. 494

Whereas it has pleased Almighty God in His divine wisdom to take from our midst, our worthy Brother, Fred Huchting; and

Whereas we, as members of Local Union No. 494, I. B. E. W., deeply mourn our loss and extend our heartfelt sympathy to his bereaved family in their hour of sorrow; therefore be it

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy to be spread on the minutes of our Local Union No. 494, and a copy be sent to the official Journal of our Brotherhood for publication.

E. L. PLEHN,  
CHARLES PETERSON,  
JOSEPH GLOYECK,  
ARTHUR C. SCHROEDER,  
F. M. BARKSDALE,  
Sick Committee.

### Jehu Preble, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom to remove from our midst, our esteemed and worthy Brother, Jehu Preble; and

Whereas in the death of Brother Preble Local Union No. 9, I. B. E. W., has lost one of its true and devoted members; be it therefore

Resolved, That Local Union No. 9 recognize its great loss in the passing of Brother Preble and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our Local Union No. 9, and a copy be sent to the official Journal of our Brotherhood for publication.

DAN MANNING,  
SAMUEL GUY,  
HARRY SLATER,  
Committee.

### N. C. Davis, L. U. No. 156

It is with deep regret and sorrow Local Union No. 156, I. B. E. W., mourns the passing to the Great Beyond of our esteemed and faithful Brother, N. C. Davis; and

Whereas we have suffered the loss of a worthy Brother, a willing worker, a life-long devotee to the interest of those who toil, and whose untiring efforts were an inspiration to us all; therefore be it

Resolved, That Local Union No. 156, I. B. E. W., express to the bereaved family our heartfelt sympathy in this their great loss; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of the meeting and that a copy be sent to our official Journal for publication and that our charter be draped for a period of 30 days.

R. A. HARTMAN,  
Recording Secretary.



**James Richards, L. U. No. 9**

Whereas Almighty God, in His infinite wisdom, has removed from our midst our esteemed and worthy Brother, James Richards; and

Whereas in the death of Brother Richards Local Union No. 9 of the International Brotherhood of Electrical Workers has lost one of its true and good members; therefore be it

Resolved, That Local Union No. 9 recognizes its great loss in the death of Brother Richards and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,  
SAMUEL GUY,  
HARRY SLATER,  
Committee.

**Henry Iven, L. U. No. 9**

Whereas Almighty God, in His infinite wisdom, has taken from our midst our esteemed and worthy Brother Henry Iven; and

Whereas Local Union No. 9 of the International Brotherhood of Electrical Workers has lost in the death of Brother Iven one of its good members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his passing; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our Local Union No. 9, and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,  
SAMUEL GUY,  
HARRY SLATER,  
Committee.

**Bernard Asma, L. U. No. 9**

Whereas it has pleased Almighty God, in His infinite wisdom, to take from among us our esteemed and worthy Brother, Bernard Asma; and

Whereas Local Union No. 9 of the International Brotherhood of Electrical Workers has lost in the death of Brother Asma one of its true and devoted members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its great appreciation of the services to our cause of our good Brother and our sorrow in the knowledge of his death; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,  
SAMUEL GUY,  
HARRY SLATER,  
Committee.

**James W. Brown, L. U. No. 309**

Whereas it has pleased Almighty God, in His infinite wisdom, to call from our midst Brother James W. Brown; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, and that a copy be spread upon our minutes, and a copy be sent to the International Office for publication in the official Journal.

FRANK SINN,  
RALPH WYATT,  
B. S. REID,  
Committee.

**A. L. Cunningham, L. U. No. 184**

Whereas the members of Local Union 184, I. B. E. W., sincerely and deeply regret the untimely death of our beloved and esteemed Brother, A. L. Cunningham; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved mother and relatives in their hour of sorrow; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days; that a copy of these resolutions be sent to Mrs. Cunningham, a copy to the official Journal and a copy spread on the minutes of Local Union 184, I. B. E. W.

W. A. WOOD,  
R. PEARCE,  
Committee.

**H. E. Strasser, L. U. No. 17**

It is with deep regret and sorrow that Local Union No. 17, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, H. E. Strasser; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, and that a copy be spread upon our minutes, and a copy be sent to the Worker for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, and that we, the members of Local Union No. 17, being lawfully assembled, stand in silence for one minute in further tribute to his memory.

F. DONAHUE,  
WM. I. SPECK,  
WM. McMAHON,  
Committee.

**DEATH CLAIMS PAID FROM MARCH 1 TO MARCH 31, 1931**

L. L.	Name	Amount
I. O.	H. Bravo	\$1,000.00
3	C. E. Noe	1,000.00
3	J. F. Armstrong	1,000.00
67	F. J. Bernhart	475.00
3	A. A. Crogent	1,000.00
413	C. L. Green	1,000.00
298	M. W. Ellis	1,000.00
I. O.	H. S. Litchfield	1,000.00
17	H. E. Strasser	475.00
3	Jos. K. Miller	1,000.00
53	Ed. Martin	1,000.00
231	Jerry O'Mara	1,000.00
494	F. Huchting	1,000.00
I. O.	C. Brandhorst	1,000.00
571	L. P. Watson	1,000.00
I. O.	H. L. Loring	1,000.00
223	George MacLarty	1,000.00
526	V. T. Coghill	1,000.00
474	P. E. Arterburn	825.00
184	A. L. Cunningham	475.00
58	G. T. Adams	1,000.00
3	A. G. Germann	1,000.00
575	Homer Lewis	1,000.00
482	H. J. Rose	1,000.00
3	I. Reich	1,000.00
3	J. B. Gilligan	1,000.00
6	J. R. Smith	1,000.00

Total claims paid from March 1 to March 31, 1931	\$25,250.00
Claims previously paid	2,237,911.10
Total claims paid	\$2,263,161.10

Be courteous to all, but intimate with few; and let those few be well tried before you give them your confidence. True friendship is a plant of slow growth, and must undergo and withstand the shocks of adversity before it is entitled to the appellation. Let your heart feel for the affections and distresses of every one, and let your hand give in proportion to your purpose; remembering always the estimation of the widow's mite, that it is not every one that asketh that deserveth charity; all, however, are worthy of the inquiry, or the deserving may suffer.

Do not conceive that fine clothes make fine men, any more than fine feathers make fine birds. A plain, genteel dress is more admired, obtains more credit, than lace and embroidery, in the eyes of the judicious and sensible.—George Washington in a letter to his nephew, Bushrod Washington, 1783.

The tree which moves some to tears of joy is in the eyes of others only a green thing which stands in the way. Some see Nature all ridicule and deformity, and by these I shall not regulate my proportions; and some scarce see Nature at all. But to the eyes of the man of imagination Nature is imagination itself. As a man is, so he sees.—William Blake.

**NEW GROUP OF HONORED MEMBERS FILE FOR PENSIONS, APRIL**

In accord with the provisions of the constitution requiring that the International Secretary "shall publish the name of the applicant and the number of the local union of which the applicant is a member in the two issues of the official JOURNAL preceding the next meeting of the I. E. C.," the list making application for the Brotherhood pension, is herewith appended:

L. U. No.	Name
3	Thos. Birmingham
3	Chas. L. Clayborn
3	Chas. Ebel
3	Archie E. Erskine
3	James A. Ford
3	Thomas P. Ruane
3	A. G. Voss
9	Charles M. Freeman
83	W. W. Wade
101	William C. Muller
102	John Snyder
104	Michael J. Birmingham
134	M. M. Canery
134	R. V. Griggs
134	Charles H. Kehl
134	W. A. MacDonald
134	George E. Stephenson
134	Arthur Ticknor
134	F. J. Walker
134	J. D. Warren
151	W. J. Morgan
677	Samuel W. Lawrence
694	Rudolph Henderson
I. O.	John J. Burns
I. O.	D. A. Clark
I. O.	J. H. Dreesbach
I. O.	Elmer Harmon

G. M. BUGNAZET,  
International Secretary.

**PRESIDENT REPORTS ADVANCES TO COUNCIL**

(Continued from page 191)

try an actuality.

12. A general outline of policies which have proved their soundness and value to the Brotherhood and its local unions.

After a general discussion and consideration of these various important matters, it was moved and seconded, that the position taken regarding the proposed Board of Trade Claims—and the relationship of this organization with the Building Trades Department of the A. F. of L. be approved. Motion carried.

The Council proceeded with reviewing all work placed before the Council members for action by correspondence since the last regular semi-annual meeting. Moved and seconded, that all matters handled by correspondence be approved. Carried.

The audit committee tendered its report, which embodied the examination by the Brotherhood's auditor, W. B. Whitlock. Moved and seconded, that the report be filed for permanent record. Motion carried.

Meeting adjourned.

M. P. GORDAN,  
Secretary.



# HOLDING THE REINS

Ride to safety and insurance protection for your family and relatives on

## ONE PENNY A DAY

For most people, a penny a day buys things of little value, but for you Electrical Workers it buys \$250 life insurance on your wife, children and relatives, in

## THE FAMILY GROUP



This policy is not sold by agents, but directly through the International Office. The low cost makes it possible to fit into slim budgets, so that all members can secure this protection for their families; also, because of its low cost, it can be added to any insurance policies that are now carried in other companies.

Don't delay! The opportunity is yours NOW. Send in your application TODAY. Tomorrow may be too late.

Write us for details and additional applications.



# APPLICATION FOR INSURANCE ELECTRICAL WORKERS' FAMILY POLICY

Cut Here

UNION COOPERATIVE INSURANCE ASSOCIATION,  
Washington, D. C.

I certify that I am the ..... of ..... a member  
(Give relationship)  
of the International Brotherhood of Electrical Workers, Local Union No. ...., and I hereby apply for .....  
units or \$ ..... life insurance, and will pay \$ ..... each .....  
for same. (Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and have no deformity, except .....

(State any exceptions)

Date of Birth ..... Occupation ..... Race .....  
(Month-Day-Year)

Birthplace ..... Sex .....

Beneficiary ..... Relationship .....  
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary .....

My name is .....  
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is .....  
(Street and number—City and State)

Date .....  
(Signature in full)

## QUESTIONS BELOW TO BE ANSWERED IF APPLICANT IS A MINOR

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

(Signature of Parent or Guardian)

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

**NOTE:** Age limits, 1 to 50 years. Issued in units of \$250.00. Limit of insurance for any one person: Ages 1-5, inclusive—\$250.00. Ages 6-50, inclusive—\$500.00.

**Cost per unit:** If paid annually, \$3.60; Semi-annually, \$1.80; Quarterly, 90 cents; Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.



Make Checks Payable to  
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS  
G. M. Bugniazet

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

(Family Group Policy—Application Copyright, 1928, J. R. Biggs)

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## PROGRESSIVES HOLD NEW TYPE OF CONFERENCE

(Continued from page 189)

rare exceptions, have failed in this crisis, as they have in former crises, to assume their responsibility for keeping their workers employed and American industry at work. There is no longer any question that the conduct of business cannot be left to blind chance, and that every effort must immediately be made to subject the vicissitudes of finance and industry to a planned and constructive program.

"4. This committee goes on record as deploing the failure of our federal authorities to make provision for the millions of American citizens on the verge of starvation at a time of a general agricultural and industrial breakdown. The adjournment of Congress at a time of a great national crisis is an evasion of its primary duties.

"5. In order to bring before the country the conditions now existing and prospects during the months to come, the committee provides for the appointment of a subcommittee charged with the task of making a rapid and exhaustive survey of the present state of unemployment and distress in cities and rural areas. It shall be the function of this subcommittee to obtain all of the available facts on the prevailing destitution, on the available resources of public and private agencies of relief, and on the status of the destitute in those communities where the resources of public and private charity are rapidly nearing exhaustion. It is the sense of this committee that if the facts of this survey reveal the necessity of such action, a special session of Congress must be demanded to prevent widespread starvation.

"6. With regard to the elements of a future program for the handling of unemployment and business instability, this committee does not intend to rely on snap judgment or on any summary statement of the causes of depression. From the data placed before this conference by its members and from the proposals made by students of the question this committee has outlined the indispensable items of constructive program. One of these, the creation of a co-ordinated national system of employment exchanges, would now be under way if it had not been for the unjustifiable veto of the Wagner Bill.

"7. For the purpose of preparing a sound program this committee will appoint the following subcommittees, empowered to add to their membership from among the experts of the country and charged with the duty of presenting concrete proposals:

"1. Employment offices.

"2. Unemployment reserve or insurance funds.

"3. The problems involved in planning for stabilized industry.

"4. The place of public works in industrial stabilization.

"5. Increased purchasing power and the shorter workday and week.

"6. The co-ordination of relief and stabilization activities of federal, state and local governments."

### Tariff

*Committee on the tariff, Senator Edward P. Costigan, Democrat, of Colorado, chairman:*

"The Smoot-Hawley tariff law enacted in June, 1930, was in large part the product of discredited log-rolling methods and bankrupt statesmanship. The announced policy of the legislation was to promote farm prosperity. Possible ways of achieving that highly desirable purpose were: First, a reduction of unnecessary and excessive tariff duties on manufactured articles, thereby lessening the back-breaking burdens of living costs borne by American farmers; second,

governmental assistance extended to farmers in the marketing of American surplus farm crops abroad. Neither course was adopted. Instead, in an hour of national panic and widespread human misery the gravity of which was coldly ignored, the administration when American agriculture was asking for bread gave it a stone. The tariff law of 1930 was passed and hastily signed in spite of the opposing votes of progressives in Congress regardless of party and over the protest of more than 1,000 of our country's ablest economists, the thoughtful objections of many of our country's wisest business men, and the reasoned remonstrance of many nationally known farm representatives. The law lifted the average level of tariff duties to new heights at a time when foreign markets were never more needed to absorb American surplus exports.

"Practically unanimous expert opinion now testifies that this law has for the most part added new burdens to our already stricken farming industry. Because foreign markets have been and are being more and more closed to our exported surplus products, alike of farms and factories, with resultant farm distress and increasing unemployment, an already bad industrial situation has been made immeasurably worse.

"Since certain provisions of the Smoot-Hawley tariff law are inimical to the interests of American agriculture, labor, average business and consumers generally, a scientific revision should be had of various important tariff rates and administrative clauses, with a view to the maintenance of fair and wholesome competition, more liberal commerce with other nations, restored confidence and reawakened prosperity.

"The Progressive program looks to the inauguration of scientific tariff policies, the soundness of which may properly be tested by proven benefits to farmers, wage workers and our consuming public. Such policies can only be justified by heavier pay envelopes for workers and larger bank balances for farmers as well as adequate returns to invested capital.

"Administrative and other tariff changes should include more certain standards for the prompt and efficient determination of excessive tariff rates; and the recapture by the Congress of the tariff-changing powers now exercised by the President. A genuinely impartial, non-partisan and efficient tariff commission, aided in its investigations by an able and expert people's counsel, should directly report to the Congress its recommendations of tariff changes, subject to the safeguard for obviating log-rolling, that any legislative changes relating to such recommendations shall be expressly confined to the subjects dealt with in such reports of the tariff commission."

### Representative Government

*Committee on return to representative government, Senator Bronson Cutting, Republican, of New Mexico, chairman:*

"1. The excessive and corrupt use of money in primary and general elections has grown to such an alarming extent as to menace the foundations of our system of representative government. We favor a thorough-going strengthening of the national corrupt practices act and its extension to cover primary elections.

"2. We insist on the speedy passage of the Norris lame duck amendment for ratification by the states.

"3. The courts have shown an increasing tendency to usurp legislative powers. By the granting of injunctions in labor disputes as in other matters they have ignored rights guaranteed to citizens by the Constitution. We oppose such usurpations of power by the courts and specifically call for the speedy

enactment by the next Congress of an effective anti-injunction law.

"4. We condemn the present attempt to re-establish the caucus and convention system, and we urge the importance of supporting, strengthening and improving the direct primary.

"5. We recommend that provision be made for the appearance before Congress of Cabinet members and departmental officers for the purpose of furnishing information and answering questions propounded by members of Congress.

"6. Underlying all proposals is our fundamental demand that liberty be restored to the American people, that we vindicate by legislation our faith in the liberal traditions of our country. Federal laws should be strengthened to guarantee and secure the rights inherent in citizenship and to punish official lawlessness. Legislation should be enacted to make effective the power of the federal government to protect rights of free speech, free press and free assemblage. The rights of minority groups must be respected.

"The espionage act—a wartime measure—should be repealed, and citizenship restored to those convicted thereunder. Citizenship should not be denied except for acts which are criminal offenses. The use of the federal government of agents provocateurs and spies defeats the processes of representative government. Wire-tapping should be prohibited. Postoffice and other censorship over newspapers, magazines, books and other organs of opinion should be ended. A time-honored principle of the American people has sanctioned asylum for political refugees. The immigration act should be amended to prevent their deportation.

"We deprecate government based on hate or fear. We declare our faith in the Bill of Rights contained in the first 10 amendments of the federal Constitution, in spirit as well as in letter.

"7. We desire to emphasize the great value and importance of unofficial and non-partisan bureaus of research into the problems of government.

"8. We recommend that special detailed study be given, and reports embodying a legislative and procedural program be prepared on the following schedules:

"Effective methods for extending the Presidential primary system for the abolition of the electoral college, the more adequate control by Congress of policy and law making heretofore delegated to executive departments and commissions, provisions for eliminating from the floor of Congress the great mass of private, local and sectional bills, leaving Congress free to give more adequate consideration to measures of major importance, and rules of procedure in the House of Representatives affecting control over legislation."

### Agriculture

*Committee on agriculture, Senator William E. Borah, Republican, of Idaho, chairman:*

"Your committee on agriculture held its first meeting this afternoon, March 12, 2:30 p. m. Your committee does not underestimate the task which has been imposed upon it. It is the purpose and plan of your committee as agreed upon to hold a series of conferences during the summer and early autumn. We hope in this way to avail ourselves of the views and opinions of farm leaders, farmers and students of the farm problem. After these conferences shall have been held and such information gathered as it may be possible for the committee to secure, it is the plan of your committee to endeavor to reach a conclusion as to what the farm program shall be and to draft legislation to be presented for consideration by the next Congress."



## PENSIONS, REWARDS OR GIFTS? WHICH?

(Continued from page 186)

ployer and in the general terms of their employment, this in turn resulting often in inferior work.

The cost of pensioning the superannuated worker, however, is an economic problem, the question being whether the particular industry can stand the expense, even in view of the desirability of the results expected to be achieved by the installation of the pension plan, not only among the old workers as direct beneficiaries, but also among the active ones.

### Workers See Differently

It is the natural feeling of employees, who have worked long and continuously for any industry, that they have been of great importance in building up the business; that when they reach an age or condition beyond which they cannot continue their activity, they should not be cast aside like old machinery, but some element of protection should enter into the bargain of employment.

Whether any pension plan should cover only the destitute, or should cover all the employees who have fulfilled the conditions of service, is always an important factor to those who might be classed among the "destitute", although of negligible importance to those with financial background and standing. Often, however, the worker who has provided for himself feels that he is as much entitled to the benefits furnished by the industry as his improvident shopmate. In other words, the reward of service should be uniform for services rendered.

Including a pension plan in the working conditions has become a fairly common but important factor in employment. It tends to stabilization of industry, as the employee looks upon it with favor and has a feeling of security and freedom from worry during the active years of his employment.

The reaction which follows the giving up of a pension plan after it has once been in force is very bad, as the employee then feels that he has been contributing for a period of years to a specific benefit in the employment bargain which is thus taken away from him arbitrarily by the employer. A pension plan, therefore, must have this element of continuity in order to have any really constructive effect on the industry involved.

### Co-operative Plans

The customary form of industrial pension is the contributory plan, that is, a portion of the cost is paid by the employer, while regularly the employees make contributions from their wages toward the cost. Naturally this contributory form of pension is practically controlled by the employee as distinct from the employer and is usually voluntary instead of being compulsory and uniform.

The non-contributory pension, that is, one furnished by the employer entirely, is in the nature of a gift from the em-

ployer to the employees and, of course, is entirely controlled by the employer.

Practically the only factor common to the two is the retirement from service on account of age, for the payments on the non-contributory plan, that is, the employer pension, are uncertain as to amount and duration and discretionary with the employer whether they will be made at all.

The element of continuity, which has already been mentioned, is particularly important with the employer pension because of the unfavorable reaction on the active employees at the cessation of this item of the bargain of employment.

### Extent of Industrial Pensions

By means of tables the author shows the growth of pension systems from the date of establishing them in about 1910. Prior to 1900 only four companies are known to have adopted a formal pension plan. Up to 1925 there were about 257 non-contributory and 40 contributory systems in operation. There are also some informal pension arrangements as distinct from the formal plans classified.

An analysis of questionnaires indicates that 312 establishments having formal pension plans employed over 3,300,000 workers. Adding to this over 1,100,000 railroad employees, "it is probable that the total number of workers now involved in formal pension arrangements is approximately 5,000,000."

Another analysis indicates that there is an average of one pensioner to every 57 employees and applying this ratio the aggregate number of pensioners is estimated at 90,000.

### Gifts or Contracts

The inclusion of as many revocable characteristics and liability disclaimers as possible "is the result of the long thought that evolved the practice of dressing the pension up to look like a reward while reserving the necessary control to keep it a 'gift'."

"The pension system \* \* \* begins with good intentions. The employer shows by his announcement that he is generous and humane in starting it, and

by his acts that he is generous and humane in its initial expressions and undoubtedly he intends to continue generous and humane." After a period of operation, with increase of cost and various unexpected developments, the narrowing down of the benefits often takes place and "the benefits lose their character as rewards and become charity".

The difficulty seems to be in the pension system. The result, however, is the feeling that any pension to have continuity and have the intended beneficial reaction on the employees must not be left too much to the discretion of the employer, but should have the element of contract with the employees.

"(a) The 'contractual' feature is more equitable than the 'discretionary'; (b) the pension once granted is continued; and (c) the 'deferred pay' issue is met for those employees who accomplish full compliance."

In this connection the author finds the number of pensions which frankly admit the ultimate liability, that is, which recognize a contract relation between the employee and the employer to pay the pension, is very small, while the discretionary class of pension embraces nearly all the formal non-contributory pension plans.

In this connection there are shown a number of court decisions which have cleared up many points of "contract" or "gift."

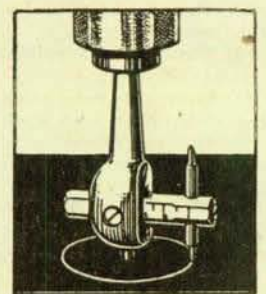
There is also a learned discussion on the funding of pension and annuity systems which, with the research into the "quantity of superannuation", give the students of industrial pensions not only problems to be met, but also give them the answers.

High speed is no matter if you have control of your car.—Captain Malcolm Campbell.

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## PUBLIC WORKS PROGRAM NO PANACEA

(Continued from page 187)

which when turned into purchasing power for consumers' goods would greatly aid business recovery.

### Theory Not Yet Tested

To translate this theory into practice is quite another matter. Unfortunately, little study has been given to the practical obstacles involved in carrying out such a program.† Dr. Leo Wolman of the National Bureau of Economic Research, in his *Planning and Control of Public Works*, prepared for the Committee on Recent Economic Changes of the President's Conference on Unemployment presents the first comprehensive analysis of the problem.

This study reveals the serious difficulties in the way of curing the unemployment crisis by engaging hurriedly in public works. Emergency construction programs, such as have been urged during the present depression suffer from the delays incident to the raising of funds, perfecting plans and choosing sites. Dr. Wolman discovers that while there has been long and continuous experience with emergency appropriations for public works during periods of depressions, "there is no evidence that a substantial proportion of the unemployed were ever absorbed in the process". The amounts spent for such purposes, however, have always been too small. The recent appeal, signed by 90 leading American Economists (including such men as Profs. E. R. A. Seligman, James T. Shotwell, Franklin H. Giddings, Paul A. Douglas, T. N. Carver, John R. Commons) that a fund as large as \$1,000,000,000 be raised by the government and expended for public works might be more effective in stimulating business than has been the experience with the small amounts spent in the past.

### Haphazard Plan to Help

In addition to failing to absorb many of the unemployed, the usual methods of carrying on emergency construction has resulted in many projects being ill conceived and executed without previous planning. In European countries these emergency public works were coupled with poor relief and involved great waste. When the problem is one of finding work for hundreds of thousands of unemployed, "it is plainly impossible for modern governments to expand their facilities rapidly enough to supply jobs, directly or indirectly, for as few as one-half of the unemployed much less for all of them."

The recognition of these difficulties has led to the suggestion that reliance be placed not on emergency construction but on advance planning and a deliberate reservation of

work. But here also Dr. Wolman directs attention to several obstacles. "The choice of the administration to have power to declare when the emergency has arrived and to have charge of spending these huge funds is not unimportant. Moreover, if the amount of public constructions withheld from current programs is substantial, say at the rate of \$1,000,000,000 a year, the withdrawal may well have the effect of precipitating or hastening a decline in business that might otherwise not have been inevitable". In addition, considerations of practical emergency would make difficult the wholesale postponement of public constructions. All local and state governments are nearly always behind in their programs of permanent improvement. The difficulty of persuading public authorities to hold back needed public projects to meet a future eventuality of general unemployment would still further decrease needed facilities for the public welfare.

These limitations are emphasized merely to call attention to the exaggerated expectations of relief to come from such a program. More substantial aid in dealing with unemployment will have to come from other sources, probably from a general reduction in the length of the working day, probably also from unemployment insurance so devised that its cost will be sufficient incentive to industry to search more diligently for methods of stabilization. Long range planning of public works even with these limitations, is a wise policy, one that has the unqualified endorsement of students of unemployment. Dr. Wolman's book is an important contribution to the literature on the subject.

## MENCKEN'S PROTEGEE WRITES LABOR HISTORY

(Continued from page 190)

ical associations the young men's clubs appeared during the early 90's in greater numbers than ever before, although they had for many years been a feature of life in the congested tenement districts, where there was little opportunity for legitimate pleasure. \* \* \* Some remained respectable, but a majority were composed of young hoodlums and petty sneak thieves, all of whom were potential, if not actual, gangsters. \* \* \*

"All gave frequent social affairs, which they called rackets, resorting to intimidation to compel merchants and other business men to buy tickets. These methods were generally adopted by the gangsters, for they were typical gang practices and it became customary for a gangster who was widely known as a desperado and a killer to organize an association of which he was the only member and then give as many rackets in the course of a year as the traffic would bear."

It is difficult to understand how a book like "Dynamite" with its lack of documentation, its intensely personal interpretation, and its trite citation of evidence could get published. It could not be published in any other country but America where authors hope to make money out of the strong passions of prejudice which have been aroused against the trade union movement. The book shows the writer's early I. W. W.

training. Like all critics of the American unions who do not know their actual workings or who do not understand at all the motives that drive through the movement, Mr. Adamic strongly stresses the American Federation of Labor, its officialdom, and its official decrees. Mr. Adamic never sees beyond the official window dressing of the labor movement to the trade unions themselves with their hundreds of thousands of self-respecting craftsmen, interested in their craft as an artist is interested in his art, trying to protect it and raise their standards of living, and win a greater control over their economic lives. It is these men and women who really make up the labor movement. They are the unions. They may be often inarticulate, but they exist no less, and their thousands of acts of daily sacrifice are what makes the movement go. These, Mr. Adamic and his kind, never see. They see only the published accounts of labor affairs and accept the words of hostile critics as the truth about the labor movement. Not long ago charges of extortion in connection with appointments to public school teaching positions were made in New York City. The ugly words of "bribery", "fixing" and "racketeering" were passed, but no one would say that the public schools are racketeering establishments simply because a few people had degraded their positions to the degree that they wished, to make money. Because of the inflamed public opinion—that is artificially inflamed public opinion—aroused against American unions, Mr. Adamic and people like him can raise the charges of racketeering with seeming impunity. The trade union is an instrument of production; it is the foe of parasitism of any kind. The instant the union becomes a racketeering organization, it ceases to function as a union. The two are incompatible.

## ELECTRIC WORK ON DAM TWO YEARS DISTANT

(Continued from page 178)

The Secretary of Labor has sent out the following statement:

"There is no work for mechanics and laborers at the Boulder Dam project. The contract was let today, but preliminary work will not begin for 90 days. Thousands of applications for work are now on file. More than 1,000 unemployed are already on the ground. Do not go there except on recommendation of the U. S. Employment Service."

President Broach and Secretary Bugniet have kept close to the situation.

The plant is an animal confined in a wooden case; and Nature, like Syceorax, holds thousands of "delicate Ariels" imprisoned in every oak. She is jealous of letting us know this; and among the higher and more conspicuous forms of plants reveals it only by such obscure manifestations as the shrinking of the Sensitive Plant, the sudden clasp of the Dionea, or still more slightly, by the phenomena of the cyclosis.—Huxley.

† The literature on the subject is rather scant and deals entirely with the theoretical aspects of the problem, with the need and desirability per long-range planning rather than with the practical obstacles of carrying the plan into effect. The following articles are suggestive of the growing interest in this problem. *Public Works and Unemployment*, Proceedings of American Economic Association, March, 1930; F. G. Dickinson, *Public Construction and Cyclical Unemployment*, Annals of the American Academy of Political and Social Science, September, 1930; R. F. Hawtrey, *Public Expenditure and the Demand for Labor*, Economica (London), March, 1925; George Bielchowsky, *Business Fluctuations and Public Works*, Quarterly Journal of Economics, February, 1930; Otto T. Mallery, *The Long-Range Planning of Public Works*, in "Business Cycles and Unemployment".



## RADIO

(Continued from page 198)

with the reflected light picked up by a battery of photo-electric cells; and thirdly, by the camera method, whereby the subject, in full light, is virtually photographed on to a photo-electric cell placed behind a lens and a scanning disc, in what practically amounts to a camera.

### Film Service Arranged

The film pickup method offers many interesting possibilities, inasmuch as it corresponds virtually to the phonograph and automatic piano employed in early broadcasting. With this method, it is possible for radiovision broadcasting to be on the air many hours a day, using interesting subjects at hand. Some of the radiovision broadcasters have contracted for a regular film service from film exchanges, not unlike the method of the usual motion picture theatre. This assures an inexhaustible supply of subjects, without the worry of having to round up living talent for presentation throughout the long day. However, it is essential that radiovision broadcasters preview all film subjects by actual radiovision, so as to see just how these films appear when televised, before presenting them to the lookers-in. Many of the film subjects are quite unsuitable for the present limitations of the radiovision art.

The flying spot method of pickup presents interesting possibilities by way of televising speakers, singers and musicians. The subject in this case is in a dimly lighted room, the sole illumination being the single spot of light which scans the subject line by line. Recently, instead of a rigid mounting of the photo-cells in front of the subject, the radiovision workers have placed their photo-cells in suitable adjustable mountings, with proper reflectors, so that it is possible to pick up interesting lights and shadows not unlike those of photographic work. The photo-cells may be placed somewhat to the sides at interesting angles, overhead, and so on, so as to obtain any degree of illumination desired for artistic presentation of the subject matter. The flying spot is a very successful method, and, in combination with a microphone and a second transmitting channel, permits of so-called radio talkies. In fact, the radiovision presentation is greatly enhanced by the inclusion of sound. Several stations are transmitting simultaneous pictures and sound for the complete radio presentation.

### Colossal Possibilities Wait

The camera method is still in the experimental stage, although elaborate cameras have been developed during the past few months. The main advantage of the camera method of pickup is that the subjects have greater freedom of action and can work in fully illuminated studios or even outdoors. The camera makes possible the picking up of subjects out in the field, and is the logical means of introducing news events in the radiovision program. The one drawback is that present telephone lines are incapable of handling the necessary range of frequencies for pictorial detail. This is being overcome by employing a portable transmitter which places the radiovision program directly on the air from the actual scene of pickup. Such portable transmitters are quite successful and in many instances operate as well as the more powerful transmitter back in the crowded city. It is possible today to pick up important personalities, in close-up scenes, at the same time that the regular sound broadcasters are picking up

their speeches. In this way it should be possible to present the complete radio news, with pictures and sound, in the average home. That this has not as yet been done is largely due to lack of showmanship on the part of the radiovision broadcasters. They have the necessary technical means at their disposal.

Radiovision programs really need the sound accompaniment. Admittedly, the detail is still insufficient in the pictures themselves to do without the sound accompaniment. It is to be hoped that a serious attempt will be made to have accompanying sound at least for the leading radiovision presentation. Fortunately, it is possible to add the visual presentation to the usual sound broadcast presentation, without affecting the latter in any way. In other words, the present-day sound programs now so popular may continue as they are, with the visual presentations added in the form of closeups of the speakers, a playlet, or other suitable pictorial treatment, without changing the value of the sound end. In this way the pictorial feature may be entirely optional, not interfering with the present well-established sound program.

At any rate, radiovision is now ready to make its commercial debut. It is a question of placing the proper programs on the air, arousing the necessary public interest, and then capitalizing on that public interest by the mass production of receiving equipment, bringing prices down to within reach of the average family. It is the old story of KDKA all over again, and it is our fond hope that history will repeat itself.

## JOBLESS, PATIENT, WHILE BUSINESS WAITS SPARK

(Continued from page 179)

ward dumping. On the other hand, cancellation of the debts is impractical because the creditor countries will not accept any reductions unless international disarmament is proceeded with. This leads the unions also to see the political difficulties in the situation. They point out the need for equal security for all states in the world community.

Everywhere it is noted that the jobless are patient, yet there is evidence of increased grumbling and discouragement, an attitude expected to have marked influence upon coming elections all over the world.

The names of the Periclean Age are high. There is a higher one yet—that of Pericles. Statesman, orator, philosopher, soldier, artist, poet and lover, Pericles was so great that, another Zeus, he was called the Olympian. If to him Egeria came, would it not, a poet somewhere asked, be uncivil to depict her as less than he? It would be not only uncivil but untrue.

Said Themistocles, "You see that boy of mine? Though but five, he governs the universe. Yes, for he rules his mother, his mother rules me, I rule Athens and Athens the world." After Themistocles it was Pericles' turn to govern and be ruled. His sovereign was Aspasia.—Edgar Saltus.

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1. O.	23241 24030	68.	146101 146213	156.	22509 22512	260.	970064 970083	365.	822320 822323
1.	132787 132789	68.	59401 59402	157.	649853 649862	262.	15002 15002	366.	635090 635092
1.	211043 211282	68.	170022 170145	159.	110766 110810	262.	164392 164434	367.	833480 833509
1.	2506 2524	69.	532721 532726	161.	12649 12681	262.	14702 14709	368.	259609 259621
1.	62435 62510	70.	659059 659065	164.	42001 42090	263.	33938 33964	369.	163168 163198
1.	963761 963761	72.	958296 958301	164.	163011 163488	264.	39112 39118	370.	649516 649520
2.	297491 297650	75.	647670 647671	164.	8701 8753	265.	566997 567000	371.	624234 624245
3 Class	A-J, 1-4170	76.	24302 24303	165.	654630 654635	265.	263251 263260	372.	33060 33129
3	" 4201-4384	76.	103699 103765	167.	628810 628816	267.	679499 679500	373.	429313 429325
3	" 4401-4413	77.	212251 212385	169.	673860 673869	269.	125198 125250	375.	95217 95250
3	" A-2-H, 1-5	77.	24644 24647	173.	23163 23175	269.	235501 235520	375.	180751 180772
3	" A-3-H, 1-40	77.	176918 177000	174.	620046 620053	270.	681595 681611	377.	29405 29407
3	" A-4-H, 1-1068	79.	302501 302580	174.	185711 185711	275.	518159 518182	377.	12601 12601
3	" 1201-1207	80.	870903 870930	175.	868671 868690	275.	32262 32265	377.	934070 934100
3	" B-H, 1-7	81.	180051 180112	176.	13501 13502	276.	354504 354515	377.	106501 106536
3	" B-J, 1-80	81.	70501 70504	176.	335069 335073	278.	410716 410726	379.	614909 614921
3	" C-J, 1-164	82.	200401 200501	176.	31801 31801	280.	262904 262921	380.	665089 666008
3	" C-J, 201-212	83.	20751 20756	177.	10530 10535	281.	220442 220452	382.	8470 8500
3	" C-H, 1-16	83.	199350 199500	177.	15033 15092	283.	701664 701668	384.	28216 28220
3	" O-A, 1-194	83.	224251 224555	177.	6311 6316	284.	9601 9601	387.	652084 652096
3	" X-G, 1-1200	84.	126945 127107	178.	18909 18916	284.	942271 942306	389.	682478 682509
3	" X-G, 1401-1443	86.	7805 7825	180.	104513 104539	285.	38707 38723	393.	162313 162373
3	" O, 1623-1800	86.	167383 167585	180.	48608 48610	286.	639383 639387	394.	611057 611073
3	" O, 1989-3200	86.	190511 190610	181.	194567 194624	288.	96860 96889	395.	613092 613097
3	" O, 3201-4346	87.	679181 679192	183.	261671 261694	290.	36305 36307	396.	142515 142521
3	" O, 3401-5126	90.	108392 108481	183.	76801 76801	290.	5724 5736	396.	12109 12181
3	" O, 5201-5222	93.	934940 934944	184.	444281 444288	292.	336621 336680	397.	948881 948920
4.	39001 39005	95.	558569 558579	185.	220101 220150	295.	31242 31249	400.	165051 165120
5.	180001 180490	100.	26701 26702	186.	34508 34522	296.	18009 18617	401.	696483 696500
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6.	208061 208910	101.	574475 574482	188.	432417 432423	298.	231161 231200	403.	602250 602257
7.	112197 112311	102.	110645 110715	190.	688091 688100	298.	27004 27010	406.	93236 93280
7.	13943 14004	102.	8106 8116	190.	34801 34828	300.	966813 966817	408.	214084 214150
8.	173293 173361	103.	126300 126337	191.	259929 259940	301.	670673 670680	409.	201151 201233
9.	140641 140880	103.	44903 45960	193.	37542 37581	302.	1202 1202	410.	606380 606380
10.	665571 665595	103.	31510 31510	194.	959525 959600	302.	702939 702939	411.	608664 608673
12.	800844 800855	104.	174171 174330	194.	260251 260256	302.	25823 25825	413.	152948 153000
14.	36904 36912	105.	189314 189315	194.	24910 24915	305.	27358 27402	413.	136511 136583
15.	863842 863850	105.	136151 136209	194.	24910 24915	307.	680694 680704	415.	701511 701525
17.	223051 223070	105.	69902 69902	195.	336215 336308	308.	158797 158819	415.	143710 143714
17.	50729 50740	106.	14734 14768	196.	960227 960291	309.	120323 120339	416.	90917 90929
18.	24333 24336	106.	187511 187516	197.	583682 583688	309.	3903 3903	417.	147903 147904
18.	14181 14205	107.	5595 5611	200.	25151 25245	309.	145900 145931	417.	61202 61202
18.	138194 138607	108.	117080 117110	200.	40501 40502	311.	116871 116927	417.	249695 249716
21.	635211 635230	109.	648786 648795	203.	630572 630577	311.	25507 25533	418.	229298 229384
26.	237751 237950	110.	93339 93450	204.	237001 237022	312.	11570 11621	418.	33009 33009
26.	17076 17100	111.	259238 259243	204.	623044 623050	312.	62401 62401	421.	187651 187680
26.	16 17	113.	837296 837332	205.	174105 174113	313.	3809 3860	424.	49510 49510
26.	162276 162348	114.	733745 733752	208.	191421 191421	314.	307385 307397	424.	615227 615253
26.	75607 75609	115.	667205 667212	209.	206500 206531	314.	13510 13510	425.	261922 261927
27.	869060 869073	117.	36902 36913	210.	183034 183107	316.	705257 705260	426.	700483 700488
28.	36236 36269	119.	700191 700199	211.	132902 132935	317.	112621 112641	427.	83269 83342
28.	129103 129116	120.	224871 224894	211.	41261 41300	318.	682323 682354	427.	4527 4528
28.	8401 8411	121.	654023 654028	211.	12301 12304	319.	114381 114394	427.	134006 134006
28.	104091 104098	122.	230901 231000	212.	91706 91719	321.	706833 706852	428.	549381 549395
30.	598508 598527	122.	196501 196510	212.	26462 26585	322.	854685 854689	429.	18917 18933
31.	150596 150609	125.	29711 29713	212.	98251 98296	323.	2211 2236	429.	10055 10090
33.	441707 441711	125.	225778 226251	212.	157368 157509	323.	2718 2726	430.	258149 258160
34.	60057 60079	127.	857137 857148	213.	45191 45256	325.	142801 142803	430.	195751 195751
34.	747331 747350	129.	852587 852619	213.	180056 180514	325.	38106 38156	431.	192754 192763
34.	195001 195013	130.	129040 129270	213.	131262 131263	325.	9905 9905	432.	601881 601881
35.	101116 101232	131.	19202 19203	214.	32128 32139	328.	19234 19270	434.	662212 662230
36.	21901 21906	131.	773146 773169	214.	231001 231094	329.	22332 22359	435.	66971 67050
36.	705071 705120	131.	39014 39018	214.	45004 45008	330.	176669 176675	435.	130518 130524
36.	44101 44101	132.	691786 691788	214.	28779 28800	332.	881814 881915	440.	123691 123710
37.	105355 105389	133.	316280 316299	214.	23101 23120	333.	192508 192579	441.	703545 703561
38.	4381 4390	134.	216001 216750	214.	674448 674454	334.	691206 691206	444.	528683 528709
38.	828981 829060	134.	68251 69000	216.	833138 833141	335.	622549 622557	449.	24349 24358
38.	52571 52580	134.	69001 69750	217.	983633 983641	336.	636525 636541	449.	27601 27602
39.	170269 170452	134.	49411 49500	219.	455800 455806	338.	703801 703808	454.	606524 606539
39.	16208 16208	134.	51526 51750	222.	860842 860855	339.	902488 902488	456.	166576 166623
40.	30117 30322	134.	156302 156750	222.	7204 7204	340.	166346 166400	457.	759789 759790
40.	135404 135747	134.	155482 156000	223.	27421 27507	341.	777707 777722	458.	260896 260948
40.	23117 23120	134.	219001 219270	224.	178518 178610	342.	589334 589345	460.	615820 615824
41.	116121 116161	134.	213751 214170	225.	627123 627136	343.	648426 648438	461.	102096 102138
42.	629112 629135	134.	158251 158470	226.	232521 232557	344.	23436 23447	464.	652983 652990
43.	118085 118317	134.	159001 159590	230.	93951 94006	345.	655543 655554	465.	221616 221780
44.	973488 973495	134.	161251 162000	231.	776209 776240	347.	192199 192251		



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS		
500	42301	42305	618	22532	22533	774	799543	799577	1101	341593	341598
500	262451	262500	619	675394	675404	784	32769	32806	1108	22881	22895
502	674855	674882	623	90121	90136	787	916216	916228	1118	1370	1404
507	668044	668047	623	25506	25508	794	193559	193615	1131	38402	38412
508	934585	934614	629	210048	210079	794	148801	148833	1135	614147	614153
509	15650	15665	639	334271	334288	798	954529	954537	1141	20419	20422
509	186002	186018	631	944901	944920	802	674782	674801	1141	483	516
510	704188	704197	632	678351	678376	809	644545	644562	1141	21910	
514	207551	207620	636	123131	123181	811	968083	968091	1154	323217	323233
515	631487	631494	640	33573	33609	817	127527	127531	1156	131532	131601
516	14145	14163	640	33304	33306	817	146981	147000	MISSING		
520	23719	23735	642	141919	141964	817	234751	234961	43	118213-215	218-316
522	904571	904608	646	820516	820518	818	75013	75014	60	229501-510	
523	33333	33347	648	149703	149707	819	656761	656778	66	234061-070	34510
525	679571	679588	648	107251	107322	820	50429	50436	130	129256	263
526	962372	962381	649	217017	217050	835	80111	80127	177	6308-6310	
526	59101		651	711216	711218	838	681073	681097	184	444280	
527	27302	27303	653	261421	261433	840	604771	604782	214	674449	
527	28810	28822	654	2429	2437	842	624880	624885	247	604430	
529	988176	988183	655	13236	13247	849	623488	623494	284	942269-270	
532	221017	221089	658	39301	39314	850	746141	746150	292	336631-650	
532	43805		658	193951	193961	854	204911	204940	298	6304-6305	6308
533	963384	963387	660	20154	20189	855	3993	4008	6310-6311		
536	629946	629956	660	8481	8484	857	683680	683695	321	706836	
537	168927	168942	661	205640	205660	858	139594	139629	349	129470	624-644
538	26420		664	667668	667692	862	11756	11774	646-650		
538	94623	94649	665	55820	55828	863	702144	702164	584	96611-96615	
539	908060	908067	665	21443	21490	864	946796	946839	660	8479-8480	
540	6104	6156	665	144036	144041	864	15301	15304	673	67221	
544	195860	195917	665	555674	555723	869	546645	546655	696	194401-405	
545	25883	25899	666	105940	106023	870	202537	202581	877	680131	
547	655872	655883	668	74444	74457	873	364272	364279	VOID		
548	618692	618699	669	921728	921740	875	625284	625290	1	211112	
549	940598	940646	670	175785	175796	877	680121	680134	2	297573	
555	899041	899060	673	13801	13830	885	713	732	3	Class A-J	117, 161
556	339573	339590	673	67218	67222	886	259470	259492	306	314	320-321
557	692499	692504	675	32984	32998	890	706395	706398	324	360	370, 455
558	39276	39285	677	122483	122521	892	35403	35421	459	865	879
559	510309	510317	678	24027	24031	902	31594	31614	1423	1477	2066
560	356875	356895	680	706123	706145	907	38987	38993	2082	2141	2153
560	22506		680	144603		912	6017	6018	2169-2170	2174	
561	11711	11718	681	458120	458123	912	122482	122567	2387	2537	2759
561	30889	31057	683	16508	16515	912	190203	190204	3028	3254	3417
561	66601	66623	683	4902	4923	914	169553	169598	3419	3421	3435
564	740745	740753	684	538788	538793	915	971357	971359	3457	3463	3687
564	27006		685	41401	41423	918	704802	704820	3809	3855	3933
565	902842	902855	686	30827	30834	919	59311	59315	3995		
568	207005	207130	688	18556	18566	922	613780	613781	3	Class A-3-H	14, 27
570	15970	15985	691	6603	6621	927	15339	15364	35		
572	263176	263184	694	128683	128767	940	669632	669635	3	Class A-4-H	37, 53
574	28205		695	717167	717189	943	609244	609245	274	296	743
574	928615	928696	696	194406		953	36310	36328	915		
574	24006	24009	696	171076	171147	956	632921	632926	3	Class B-H	1
575	9660	9678	696	188121	188188	958	657282	657287	3	Class C-J	52, 78
577	33623	33632	699	42001	42009	963	38611	38620	99	114	
578	34704	34860	700	29718	29730	968	9306	9309	3	Class O-A	14, 16
580	642751	642756	700	49205	49207	970	694488	694498	114	127	130
581	9051	9060	702	207812	208055	971	443083	443092	3	Class X-G	50, 57
583	30601	30629	702	33913	33915	972	665098	665105	58	93	
583	883081	883100	704	57903		978	326111	326126	3	Class X-G	84, 179
584	57769	57777	704	212391	212406	982	439161	439166	385	423	585
584	211168	211235	707	195792	195816	987	976397	976413	632	765	768
584	96588	96679	711	213460	213590	991	677069	677070	788	790	794
584	140267	140269	712	497791	497823	995	41701	41712	800	803	805
585	721332	721337	717	9607	9608	995	639840	639850	815	820	823
586	683328	683355	717	222470	222534	1002	59797	59825	1103	1196	1197
588	73501		719	441677	441702	1012	668935	668937	1430		
588	823816	823750	722	15943	15960	1021	970735	970738	3	Class O	1718, 1796
588	179251	179263	723	26148	26250	1024	118222	118296	2059	2528	2773
591	695682	695690	723	278251	278257	1025	973069	973075	2776	2976	3071
592	263728	263730	731	460255	460274	1029	789759	789779	3142	3605	3791
594	691559	691566	732	125649	125685	1032	767971	767987	3807	3957	4275
595	23411	23420	732	1807		1037	129791	129796	4297	4402	4555
595	212103	212250	734	181560	181673	1037	20051	20170	4929		
595	197251	197259	735	670934	670943	1042	673151	673154	8	173526	
595	45910	45911	743	1512	1540	1045	280112	280114	9	140691	787, 791
596	440498	440505	743	2024	2066	1047	168834	168861	18	14194	138500
598	664474	664477	747	263468	263494	1054	37207	37214	26	237936	
599	924622	924638	757	31879	31910	1054	147001	147002	35	101129	
601	37820	37843	759	262533	262536	1057	482395	482413	40	125626-627	629-630
602	27646	27662	762	9091	9110	1072	858532	858548	PREVIOUSLY LISTED		
603	620771	620782	763	26167	26182	1086	24991	25022	MISSING—RECEIVED		
607	600889	600894	770	3419	3453	1087	19501	19508	59	147246-250	
611	142654	142672	771	330575	330578	1091	350965	350989	203	630567-569	
613	119907	119995	772	702285	702288	1095	4011	4031	214	28776-28777	
617	99891	99920	773	8289	8329	1099	787479	787493	678	24024-24025	
										BLANK	
										PREVIOUSLY LISTED	
										VOID—NOT VOID	
										9—760470	

## ECONOMIC PLANNING REACHES LEGISLATIVE STAGE

(Continued from page 188)

periodicals), as are necessary for executing the functions vested in the council by this Act.

"(e) The expenses of the council, including all necessary expenses for transportation incurred by the members of the council, or by their employees under their orders, in making any investigation, or upon official business in any other places than in the city of Washington, shall be allowed and paid upon the presentation of itemized vouchers therefor approved by the chairman of the council.

"(f) The principal office of the council shall

be in the city of Washington, where its general sessions shall be held, but whenever the convenience of the public or of the parties may be promoted, or delay or expense prevented thereby, the council may hold special sessions in any part of the United States. The council may, by one or more members of the council, prosecute any inquiry necessary to its duties, in any part of the United States.

"(g) The council is authorized to adopt an official seal which shall be judicially noticed.

"Sec. 3. There is hereby authorized to be appropriated annually the sum of \$ , or so much thereof as may be necessary, to carry out the provisions of this act."

The man who has not anything to boast of but his illustrious ancestors is like a potato—the only good belonging to him is underground.—Sir Thomas Overbury.

America has furnished to the world the character of Washington, and if our American institutions had done nothing else, that alone would have entitled them to the respect of mankind.—Daniel Webster.

An enlightened mind is not hoodwinked; it is not shut up in a gloomy prison till it thinks the walls of its own dungeon the limits of the universe, and the reach of its own chain the outer verge of intelligence.  
—Henry Wadsworth Longfellow.

## PREVIOUSLY LISTED MISSING—RECEIVED

59—147246-250.  
203—630567-569.  
214—28776-28777.  
678—24024-24025.

## BLANK

164—163249-260, 489-490.  
581—9677-9680.

## PREVIOUSLY LISTED VOID—NOT VOID

9—760470.



# PRINCIPAL CITIES

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LOCAL UNIONS IN PRINCIPAL CITIES OF THE UNITED STATES AND CANADA ARE NOW KEEPING STATISTICAL RECORDS IN CO-OPERATION WITH THE INTERNATIONAL OFFICE.

\* \* \*

THEY BELIEVE THAT IT IS AS NECESSARY TO KNOW FACTS ABOUT THE INDUSTRY AND TO KEEP INDUSTRIAL RECORDS AS IT IS TO KEEP FINANCIAL RECORDS, AND TO AUDIT ACCOUNTS.

\* \* \*

RESEARCH IS A NEW SORT OF TOOL.

It is another way of advancing the objective of the union.  
Key cities have adopted the research plan of the Brotherhood.

\* \* \*

RESEARCH DEMANDS EFFECTIVE TOOLS.

The weekly research cards, and the research ledgers prepared by the I. O. are tools in the aid of research.

\* \* \*

LIFETIME LOOSE-LEAF FULL LEATHER RESEARCH BINDERS WITH TABS ARE PRICED AT \$15.

Research ledger sheets are priced at \$2.50 a hundred. One sheet serves a member a year.

Research weekly report cards are 50 cents a hundred.

\* \* \*

RESEARCH, LIKE A GOOD ENGINE, GAINS SMOOTHNESS AND POWER WITH USE.

Statistics gathered accurately and preserved carefully over periods of time will serve the union powerfully.

The union cannot ignore this new tool of organization work.

\* \* \*

G. M. BUGNIAZET, Secretary  
International Brotherhood of Electrical Workers  
1200 15th St., N. W.  
Washington, D. C.





THERE have been many thousands of preachments telling workmen that it is their duty to be loyal to the company they work for. But a man can seldom be furnished actuating motives by telling him he ought to be actuated by them; any favorable response which may follow a preachment is most likely to be the result of motivations running back long before the preachment itself. The only way worth practical consideration is to attempt so to relate the environment to the man that the fullest possible range of desirable motives will operate within him. It is always possible that by preachments, forces actually the opposite of those desired may be set up as defense reactions. Loyalty is likely to be lost rather than gained by demanding or even by asking for it.

HENRY DENNISON.

